



Public Schools of North Carolina
State Board of Education
Department of Public Instruction

Report to the North Carolina General Assembly

2017-2018 State of the Teaching Profession in North Carolina

General Statute § 115C-12(22)

DRAFT

Date Due: February 15, 2019
Report # 70
DPI Chronological Schedule, 2018-2019

STATE BOARD OF EDUCATION

SBE VISION: Every public school student will graduate ready for post-secondary education and work, prepared to be a globally engaged and productive citizen through access to needed resources and rigor.

SBE MISSION: The State Board of Education will use its constitutional authority to lead and uphold the system of public education in North Carolina that guarantees every student in this state an opportunity to receive a sound basic education.

ERIC DAVIS

Chair: Charlotte – At-Large

ALAN DUNCAN

Vice Chair: Greensboro – Piedmont-Triad Region

DAN FOREST

Lieutenant Governor: Raleigh – Ex Officio

DALE FOLWELL

State Treasurer: Raleigh – Ex Officio

MARK JOHNSON

Secretary to the Board: Raleigh

JILL CAMNITZ

Greenville – Northeast Region

REGINALD KENAN

Rose Hill – Southeast Region

AMY WHITE

Garner – North Central Region

OLIVIA OXENDINE

Lumberton – Sandhills Region

JAMES FORD

Charlotte – Southwest Region

TODD CHASTEEEN

Blowing Rock – Northwest Region

WAYNE MCDEVITT

Asheville – Western Region

PATRICIA N. WILLOUGHBY

Raleigh – At-Large

J.B. BUXTON

Raleigh – At-Large

NC DEPARTMENT OF PUBLIC INSTRUCTION

Mark Johnson, State Superintendent :: 301 N. Wilmington Street :: Raleigh, North Carolina 27601-2825

In compliance with federal law, the NC Department of Public Instruction administers all state-operated educational programs, employment activities and admissions without discrimination because of race, religion, national or ethnic origin, color, age, military service, disability, or gender, except where exemption is appropriate and allowed by law.

Inquiries or complaints regarding discrimination issues should be directed to:

Maria Pitre-Martin, Ph.D., Deputy Superintendent of District Support
6307 Mail Service Center, Raleigh, NC 27699-6307 / Phone: (919) 807-3759 / Fax: (919) 807-4065

Visit us on the Web: www.ncpublicschools.org

M1018

TABLE OF CONTENTS

Overview of the Annual Report

Data Collection Procedures

Selected Findings

Charts and Tables

Table 1: State Attrition Rates by Teacher Category	8
Table 2: State Attrition Reasons by Categories.....	10
Chart 1: Teachers Leaving Employment by Yrs of Experience	11
Table 3: EVAAS and Teacher Attrition	12
Chart 2: EVAAS and Teacher Attrition	13
Chart 3: EVAAS Growth Categories by Attrition	14
Table 5: Contribution to State Attrition Rate by Region	15
Table 6: Five Highest and Lowest LEAs in State Attrition Rates	16
Table 7: Five Highest and Lowest Mobility Rates for LEAs.....	17
Table 8: Five Highest and Lowest LEA Attrition Rates	19
Table 9: Five Highest and Lowest LEA Recoupment Rates	20
Table 10: Attrition, Mobility, and Recoupment Rates for Low Performing	22
Table 11: State-Wide Total Vacancies for Subjects by School Type.....	23
Table 12: LEAs with the Highest Teacher Vacancy Rates in NC	23

Appendices

Appendix A: Self-Reported Reasons for Leaving	25
Appendix B: State Attrition Percentages by Reasons Categories for LEAs	27
Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs	31
Appendix D: Teacher Vacancy Data for LEAs.....	35

2017-2018
Annual Report on the State of the Teaching Profession in North Carolina

Overview of the Annual Report

GS §115C-12(22) requires the State Board of Education to include specific data in its annual report on the teaching profession.

Attrition data within this report are summarized in multiple ways: by individual local education agencies (LEA) and by the new State Board of Education (SBE) Districts. Improvements were made to this report last year based on feedback from the NC Department of Public Instruction and the State Board of Education. The five summary categories were realigned to better represent the reasons teachers have self-reported their change in employment. Additionally, the North Carolina Department of Public Instruction (NCDPI) has eliminated the use of the term "Turnover" from this report and will use, and define, the terms "attrition" and "mobility" to describe changes in teacher employment status. For the purposes of this report, the following definitions apply:

Attrition: a reduction in the number of employees that occurs when employees leave an employing unit. Attrition can be measured at the state or LEA level.

Mobility: the relocation of an employee from one LEA/charter school to another within the state of North Carolina. For the purposes of this report, mobility only exists at the state level; employee mobility across LEAs/charter schools is considered to be attrition for the employing unit from which the employee departs.

Given the change in how NCDPI is defining employment trends in this report, results from reports after the 2015-2016 school year cannot be compared to prior year reports in a meaningful way. Differences in employment trends between the 2015-2016 and later reports and reports from prior years are not comparable and should not be attributed to any programs or policies implemented in prior years.

Data Collection Procedures

Every Local Education Agency (LEA) reports teacher turnover to the state yearly. These data are used in calculations to satisfy state legislation as well as the NC School Report Card (SRC). Calculations are based on a snapshot of employment for classroom teachers employed in the LEA as reflected in the DPI payroll database. Classroom Teachers are determined by Purpose Codes beginning with 51, 52, or 53 and Object Codes 121, 123, 124, or 128. Purpose and Object Codes are part of the payroll budget code. To determine attrition, the teacher's Unique Identifier (UID) is queried against all employee budget codes in the previous year's payroll data file. If a teacher's UID is not found to be employed in the state in March of the current year as they were in March of the previous, the teacher is classified as attrition at the state level. If a teacher's UID is found to be employed in the state in March of the current year but in a different LEA from the prior year, that teacher is classified as attrition at the LEA level, but mobility at the state level. Teachers who remain in the same LEA but move from an instructional to non-instructional role within the measurement period do not contribute to the attrition or mobility rate at the state or local level.

The Financial and Business Services Division at the Department of Public Instruction provides each LEA a list of individuals employed as teachers within the March date range, and they are asked to provide summary data on the reasons teachers leave the profession. These reasons are self-reported by teachers to LEA personnel during exit interviews, surveys, and/or factual information from their human resources database.

Charter school data are not reflected in this report except where teachers in an LEA in March 2017 moved to a charter school in March 2018 (identified as mobility in state-level reporting). Charter schools do not report attrition data to the State as teachers employed by NC charters are at-will employees and only 50% of their staffs are required to hold teacher licenses, according to GS §115C-218.90(a)(1).

This report does not include teachers who moved from one school to another school within the LEA or teachers who are on approved leave; they continue as active and current employees. This report does not include information regarding local vacancies or any statewide salary/cost analysis.

There are **28 reasons** LEAs use to code their attrition data. For purposes of this report, those self-reported reasons are combined into **five (5) summary categories**. The five (5) summary categories were established to organize the data, to make comparisons of the data, and to find relationships among the data to better understand the reasons why teachers leave the profession. The categories are as follows:

- 1) Teachers who left the LEA but remained in education
- 2) Teachers who left the LEA for personal reasons
- 3) Teachers who were terminated by the LEA
- 4) Teachers who left the LEA for reasons beyond the LEA's control
- 5) Teachers who left the LEA for other reasons not listed above

From the perspective of the LEAs, all 5 summary categories represent attrition (loss of an employee from the LEA). From the perspective of the state, however, only summary categories 2-5 represent attrition from the state. Summary category 1, "Remained In Education" represents mobility within the State of North Carolina. The summary category, "Remained In Education" is excluded from the analysis on state attrition, but is analyzed in the section related to teacher mobility in the state.

Note: Teachers on approved leave and teachers who moved from one school to another school within the LEA are not captured in the state report at this time. Calculations include Visiting International Faculty (VIF) teachers who are required to return to their home countries after three years, Teach for America (TFA) teachers who are high-achieving recent college graduates and professionals enlisted to teach for at least two years in designated high-need communities, and teachers receiving financial assistance through the Troops to Teachers Program who agree to teach in their position for at least three years.

State of the Teaching Profession in North Carolina

Key Findings

1. Generally, North Carolina teachers are remaining in the classroom. The overall state attrition rate for 2017-2018 is 8.1%.
2. There were 94,909 teachers employed in NC between March 2017 and March 2018. Of these teachers, 7,674 are no longer employed in NC public schools (including those not teaching in public charter schools).
3. Teachers with fewer than three years of teaching experience are considered Beginning Teachers in NC. During the period between March 2017 and March 2018, there were 15,595 Beginning Teachers (BTs) employed statewide and 1,925 were reported as attrition. The attrition rate for Beginning Teachers in NC is 12.34%, substantially higher than the attrition rate for those not classified as a Beginning Teacher ($5,749/79,314 \approx 7.25\%$).
4. 5,636 Lateral entry (LE) teachers were employed, and, of those, 874 (15.51%) were no longer employed in NC public schools in March 2018. A total of 1,176 teachers were employed in North Carolina as Visiting International Faculty (VIF) teachers, and 197 (16.75%) of those teachers left employment with NC public schools; a total of 261 Teach for America (TFA) Teachers were employed in March 2017, and 82 (31.42%) were no longer employed in NC public schools in March 2018. (see Table 1)
5. The majority (53.9%) of teachers who left employment in NC public schools cited "Personal Reasons" for their decision to depart. Retirement with full benefits and family relocation were the largest individual reasons (21.5% and 12.3%, respectively) cited for teachers' decision to leave employment in NC public schools. (see Table 2)
6. On average, teachers who leave employment with the state have lower teaching effectiveness (as measured by EVAAS index scores) than their counterparts who remain employed in NC public schools. This relationship holds true when departing teachers are compared with remaining teachers in terms of years of teaching experience. (see Table 3 and Charts 2 & 3)
7. LEAs experience attrition as the combined effect of teacher attrition from the state and mobility of teachers from one LEA to another LEA/charter school. On average, 4.37% of the state's teaching force changed employment during the measurement period. The average effect of the LEA-attrition rate for the state is 12.45% (8.09% state attrition rate + 4.37% mobility rate). There is a wide range of LEA-attrition rates across the state. (See Table 8)
8. Some LEAs are able to recapture their losses due to teacher attrition by capitalizing on teacher mobility. The rate at which LEAs are able to attract transferring teachers to their system is defined as the "recoulement rate". The LEAs with the highest and lowest recoulement rates are listed in Table 9.
9. Hard to Staff subject areas are determined by teacher vacancy reports submitted by the LEAs. For elementary schools, core subject teaching positions exhibit the highest vacancy totals. In middle schools (6-8) LEAs have the highest vacancies for mathematics and in high schools (9-12) the highest vacancies are for CTE. (See Tables 11 and 12)

State Attrition Rates for NC Teachers

All 115 operational LEAs reported their district-level employment data for the 2017-2018 reporting period. The newly created Innovative School District (ISD) was not fully installed at the time of March 2017 reporting period. The calculations show that out of the 94,909 teachers employed during the 2016-2017 school year, 7,674 teachers were reported as attrition (i.e., no longer working in a North Carolina public school in the 2017-18 school year), resulting in an overall state attrition rate of 8.09%. This state-level attrition rate is slightly less than the attrition rate of the 2016-2017 reporting year of 8.70%. Generally, teachers in North Carolina are remaining in the classroom.

The state attrition rates for certain subgroups of teachers differ from those of experienced, licensed teachers. The state attrition rate for Beginning Teachers (fewer than three years of teaching experience) is approximately 59% higher for beginning teachers than for their more experienced counterparts (12.34% BT vs. 7.25% for non-BTs). Beginning Teachers account for approximately 25% (25.1%) of all teachers who separate from employment in NC public schools. The attrition rates for these teacher subgroups are presented in Table 1.

Teachers who enter the teaching profession on a lateral entry license are another subgroup of the teaching population whose attrition rates differ dramatically from the general population of licensed, experienced teachers. While there are many lateral entry teachers who are classified as a BT, there is a substantial number of lateral entry teachers who do not enter the profession as BTs (i.e., the lateral entry teacher is awarded greater than three years of teaching experience at licensure). There was a 21.4% percent increase in the number of teachers identified as lateral entry from the 2016-17 to the 2017-18 school year (4,643 versus 5,636, respectively). Of the 5,636 lateral entry teachers who were employed in NC public schools in March 2017, 874 of them were not employed in NC public schools in March 2018, resulting in a state attrition rate of 15.51%. The state attrition rate for non-lateral entry teachers was 7.62%. Lateral entry teachers have, on average, an 104% higher rate of attrition than their non-lateral entry counterparts. As more and more teachers enter the profession through the lateral entry program, the higher-than-average attrition rates among this population of teachers warrants deeper investigation into the root causes of this phenomenon.

Other subgroups of the teaching population of interest are Visiting International Faculty (VIF) and Teach for America (TFA)¹ teachers. A total of 1,176 VIF teachers were employed in NC in March 2017, and 197 of those (16.75%) were not employed in NC public schools in March 2018. Of the 261 TFA teachers in NC in March 2017, 82 (31.42%) did not remain in employment in March 2017. These two subgroups of teachers do have a unique employment situation among NC teachers. In general, VIF and TFA teachers commit to a three-year or two-year contract, respectively, with NC school systems. While some teachers from these two groups do remain in education after the term of their initial contract, including attrition rates for those in the third year of their contract in March 2017 may skew the attrition rates higher. If one restricts the analysis to VIF and TFA teachers who did not cite the end of their contract term as their reason for leaving employment, VIF teachers have a 8.85% attrition rate and TFA teachers have a 26.86% attrition rate. The TFA rate is substantially higher than the state experienced in the 2016-17 reporting period (15.81%). It is possible that this higher rate is due to improper coding for these teachers rather than a sharp increase in TFA teachers leaving the profession prematurely. NCDPI will continue to work closely with LEAs and the Teach For America organization to report more accurately on the attrition rates for these teachers.

¹ For the purposes of this report, TFA teachers are defined as those on an initial, TFA license. When, or if, a TFA teacher converts to a continuing license, the teacher is no longer identified as a TFA teacher.

Table 1: State Attrition Rates by Teacher Category 2017-2018

CATEGORY OF TEACHERS		Total Number of Teachers in Category 2017-2018	Number of Teachers Leaving Employment in NC public schools	% Attrition in Category 2017-2018
Experienced, Licensed Teachers		79,314	5,749	7.25%
Beginning Teachers ²		15,595	1,925	12.34%
Teach for America Teachers	All ³	261	82	31.42%
	Before Contract Term	242	65	26.86%
VIF Teachers	All	1,176	197	16.75%
	Before Contract Term	1,074	95	8.85%
Lateral Entry Teachers		5,636	874	15.51%

Reason Codes for Teacher Attrition

There are 23 reasons LEAs use to code their attrition data. For purposes of this report, the self-reported reasons teachers leave have been categorized into five summary categories: Personal Reasons, Initiated by LEA, Beyond LEA Control, Other Reasons. Some teachers reported in their exit interview that they intended to remain in education but move to a different LEA (either in a teaching or non-teaching role). Despite that assertion, some of these teachers were not employed in an NC public school in March 2018. These teachers contribute to the state attrition rate, and the original, self-reported reason code is changed to "Other Reasons". Alternatively, some teachers reported in their exit interview that they would leave employment in NC public schools, but were employed in an LEA or charter school in the 2017-18 school year. These teachers' reason codes were changed from the reported reason code to either "Resigned to teach in another NC public school system" (code 58), or "Resigned to teach in a NC charter school" (code 70). NCDPI is not able to report on teachers who indicated that they would leave public education and seek employment with a NC private school (code 71).

As reflected in Table 2, teachers reported "Personal Reasons" as the main reason (53.9%) for their decision to leave the profession in the reporting year (2017-2018). Of those citing personal reasons for leaving employment as an NC public school teacher, the most common reason for leaving was relocation of the family (22.8% of teachers leaving for Personal Reasons). The number of teachers resigning due to retirement with full benefits has increased slightly from the 2016-2017 reporting year. Of the 7,674 teachers who left employment with NC public schools in the 2017-18 reporting year, 1,651, or 21.5%, left due to retiring with full benefits. Approximately one-fifth (18.7%), or 1,533 teachers, of the state's teaching force left employment with NC public schools due to retirement with full benefits in the 2016-2017 reporting year. The retirement with full benefits category experienced a 2.8 percentage point

² *Note: Beginning Teachers, VIF, TFA, and Lateral Entry teachers may be included in multiple categories.

³ TFA numbers do not include any TFA teachers in NC charter schools.

difference from the prior reporting year. Retirement with full benefits represents the largest, individual reason for leaving employment with NC public schools from March 2017 to March 2018.

While the state may not be able to develop policy to address some of the reasons teachers supplied under the Personal Reasons category (e.g., health issues, family relocation, etc.), there are two reasons that might have root causes that could be addressed through policy. Nearly one in ten teachers (9.2%) who left employment with NC public schools indicated that they intended to teach in another state.

The second, policy-relevant reason that teachers gave for leaving NC public schools was a desire to pursue a different career. Teachers who expressed a desire to pursue another career account for 11.5% of the state's overall attrition. Slightly more than half the teachers (51.9%) who cited this reason for leaving employment in the state's public schools were in the first five years of teaching.

The data displayed in Chart 1 show the attrition rates for teacher by years of experience. From the chart, one can see that attrition rates in the first five years of teaching are much higher than those of mid-career teachers (except for those teachers at 27 years and above when retirement becomes more financially viable). This attrition among early-career teachers could be attributable to differences in how younger generations view careers – younger professionals may be more fluid in how they approach their professional lives than earlier generations.

The state did target early-career teachers for salary increases in 2015. The fact that these teachers leave the teaching profession at higher rates than their more experienced counterparts is well documented, and increasing the salaries of early-career teachers could very well stem the high rates of attrition from the profession. It would be prudent, however, for the state to monitor the effect of this salary increase on early-career teachers' decisions to remain employed in NC public schools. If attrition rates among this group of teachers do not respond to the increased salary, the state could benefit from probing deeper into these teachers' motivations for pursuing their teaching careers in other states or leaving the profession altogether.

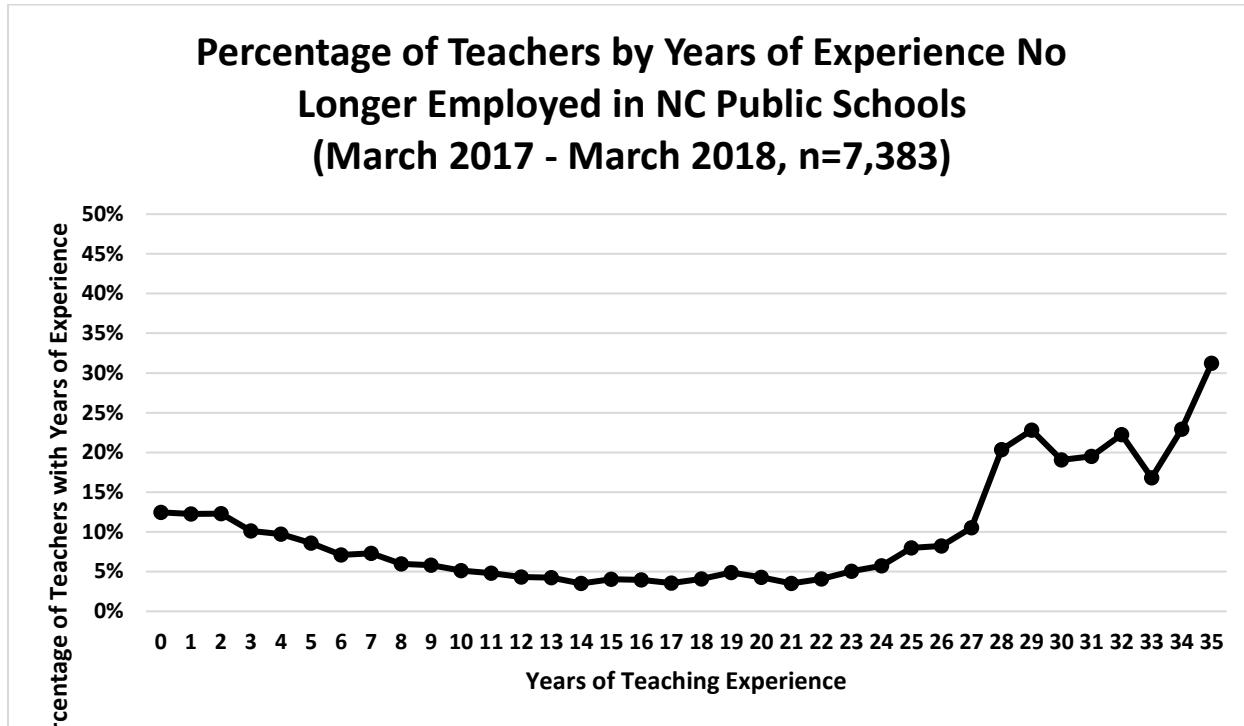
A complete list of reason codes for attrition from the state can be found in Appendix A. The percentage of reason codes cited by departing teachers by LEA can be found in Appendix B.

**Table 2: State Attrition Reasons by Categories
2017-2018**

For purposes of this report, the 23 self-reported reasons teachers provide to their LEAs are combined into four (4) summary categories below. The four (4) summary categories include the 23 self-reported reasons for leaving. The categories were established to organize the data, to make comparisons of the data, and to find relationships among the data to better understand the reasons teachers leave the profession.

Reasons for Attrition	2017-2018	
Overall State Attrition	7,674	
	Number	Percentage of Total Attrition
Personal Reasons	4,139	53.9%
Resigned due to family responsibilities/ childcare (57)	565	7.4%
Resigned to continue education/sabbatical (60)	196	2.6%
Resigned due to family relocation (61)	943	12.3%
Resigned to teach in another state (62)	704	9.2%
Dissatisfied with teaching (63)	123	1.6%
Resigned due to career change (72)	884	11.5%
Resigned due to health/disability (64)	165	2.2%
Retired with reduced benefits (68)	484	6.3%
Re-employed retired teacher resigned (73)	75	1.0%
Initiated by LEA	809	10.5%
Dismissed (50)	27	0.4%
Non-renewal (probationary contract ended) (53)	147	1.9%
Interim contract ended--not rehired (54)	341	4.4%
Resigned in lieu of dismissal (55)	96	1.3%
Resigned in lieu of non-renewal (78)	81	1.1%
Did not obtain or maintain license (56)	117	1.5%
Beyond Control of LEA	2,030	26.5%
Reduction in Force (51)	10	0.1%
Retired with full benefits (66)	1,651	21.5%
Deceased (67)	44	0.6%
End of Term (VIF) (74)	131	1.7%
End of Term (TFA) (77)	66	0.9%
Resigned due to movement required by Military Orders (76)	128	1.7%
Other Reasons	1,218	15.9%
Resigned for other reasons (65)	388	5.1%
Resigned for unknown reasons (69)	830	10.8%
	7,674	100.0%

Chart 1



State Attrition and Student Growth

In order to appreciate fully the impact of teacher attrition on the state, it is important to understand the relative effectiveness of the instruction of those who leave employment in NC public schools and those who remain. For the purposes of this report, teaching effectiveness is defined as the EVAAS index score from the 2017-2018 school year. Teachers without any EVAAS scores are excluded from this analysis. The EVAAS index score is a standardized measure of a teacher's impact on student achievement relative to the average NC teacher's impact in a particular grade/subject. Teachers with EVAAS index scores of zero are considered to have teaching effectiveness that is consistent with the hypothetical "average" NC teacher. For teachers with an EVAAS index score of 2.0 or greater, the state is confident that their instructional effectiveness exceeds that of the average NC teacher. For teachers with an EVAAS index score of less than -2.0, the state is confident that their instructional effectiveness is less than that of the average NC teacher.

On average, teachers who left employment in NC public schools had lower EVAAS index scores than those teachers who remained in employment during the measurement period. The average EVAAS index score for teachers who remained employed in NC public schools was 0.18 ($n=56,832$, $SD=2.71$); the average EVAAS index score for teachers who did not remain employed in NC public schools was -0.52 ($n=4,747$, $SD=2.83$). The difference in EVAAS index scores (0.65) between these two groups is statistically significant ($t=15.83$, $p<0.001$).

While it is important to know that teachers who leave employment in NC public schools have, on average, lower EVAAS index scores, this analysis could mask important differences in teaching effectiveness for early-career versus more experienced teachers. By comparing the EVAAS index scores of departing and remaining teachers at differing levels of experience, one can determine whether the general trend holds true at various levels of teaching experience. In order to test this assumption, teachers were placed into five-year bands according to their years of experience (0-30+ years). The EVAAS index scores of teachers

who remained in employment were compared to teachers who left employment within the same band of experience. Table 3 contains data for the differences in EVAAS index scores for teachers who remained in NC public schools and those who left employment during the measurement period. From the display in Chart 2, one can discern that teachers who remain employed in NC public schools have higher EVAAS index scores, on average, than their counterparts with similar teaching experience who leave employment with NC public schools.

While this analysis confirms that teachers who departed from employment in NC public schools have lower EVAAS ratings than those who remained employed, one should not infer a causal relationship between EVAAS index scores and teacher attrition. While dissatisfaction with EVAAS or the teacher evaluation process might have played a part in teachers' decisions to leave NC public schools, no teacher expressly identified either measure as a reason for departing. Furthermore, the averages for each experience band contain many teachers with EVAAS ratings well in excess of 2.0. Many teachers with tremendous impact on student achievement elect to leave employment with NC public schools. In Chart 3, the percentages of teachers (both those who remained employed and left employment in NC public schools) in each of the EVAAS performance categories. While it is true that, on average, NC teachers who remained employed in NC public schools have a greater impact on student growth than their colleagues who choose to leave, there are many teachers who leave employment in NC public schools who have a positive impact on student growth. It is in the best interest of the state and LEAs to identify these teachers with positive impact on student growth and find ways to encourage them to remain employed in NC public schools.

Table 3: Differences in Average EVAAS Index Scores for Teachers who Remained in and Departed from Employment in NC Public Schools (n=66,211)

2017-2018

Years of Teaching Experience	Remain		Depart		Difference (Remain - Depart)
	n	Index	n	Index	
0-4 Years	15,647	-0.14	1,974	-0.7	0.56***
5-9 Years	10,514	0.28	785	-0.26	0.54***
10-14 Years	10,617	0.27	477	-0.24	0.51***
15-19 Years	8,879	0.26	358	-0.57	0.83***
20-24 Years	6,290	0.37	266	-0.28	0.65***
25-30 Years	3,540	0.43	508	-0.12	0.55***
30+ Years	1,345	0.29	379	-0.54	0.83***

*** indicates statistical significance at the $p<0.001$ level

Chart 2

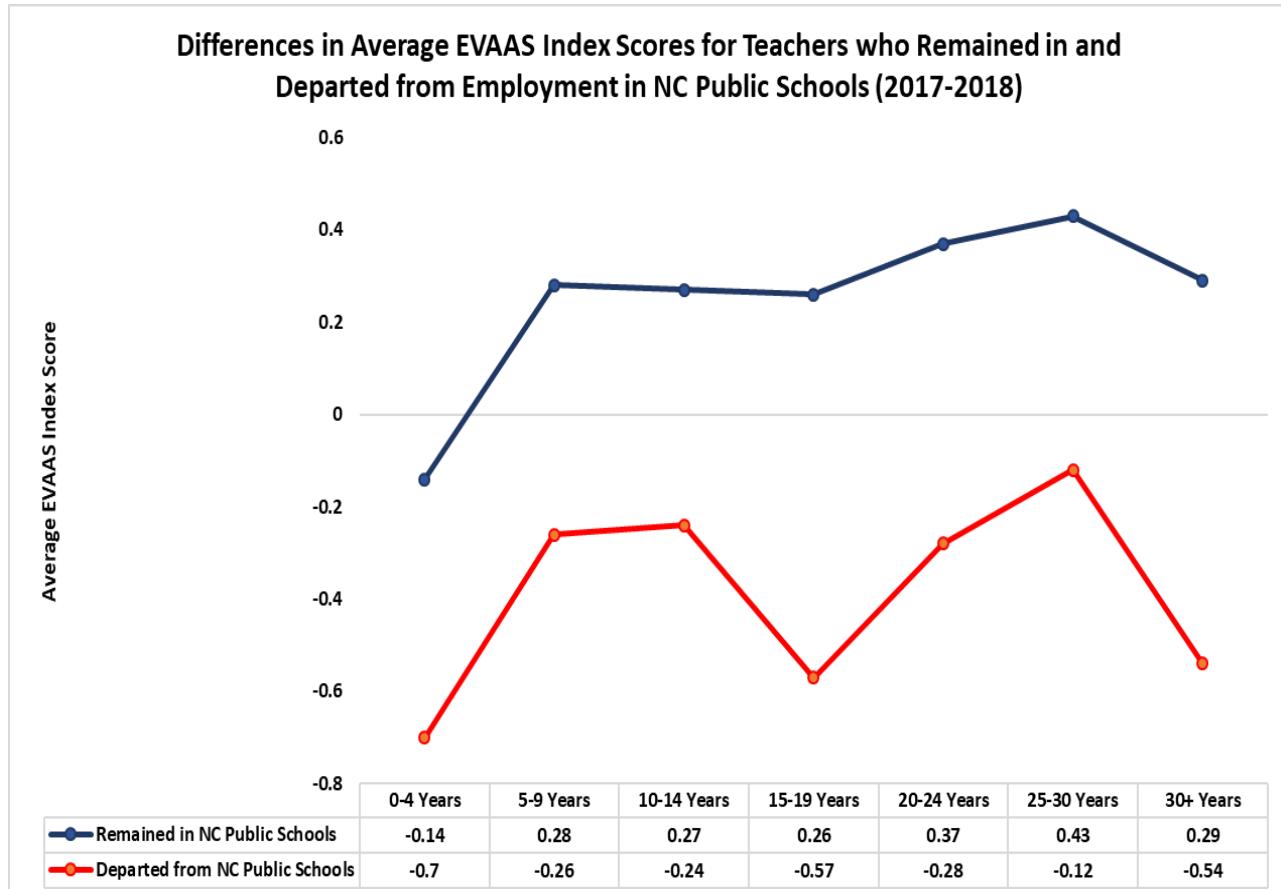
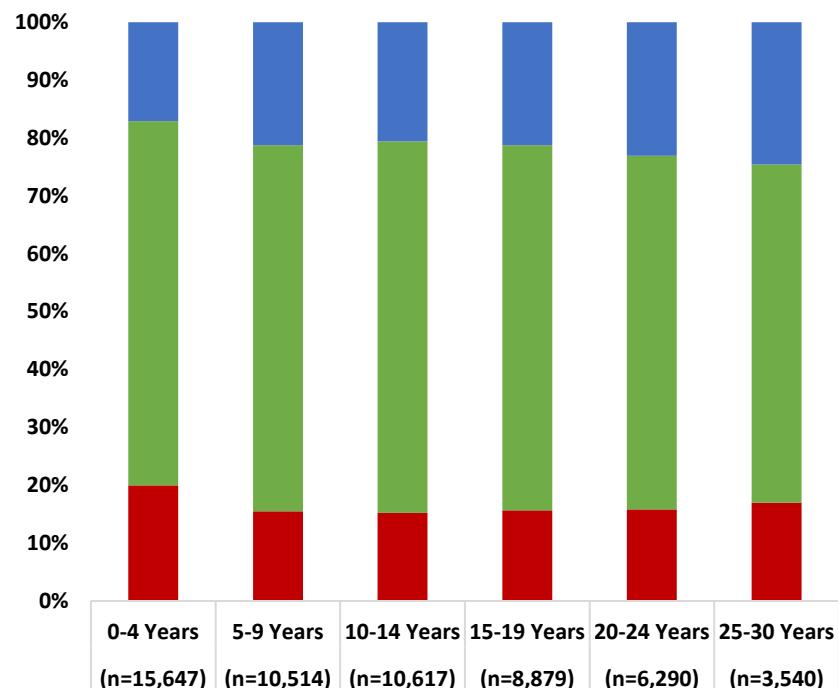
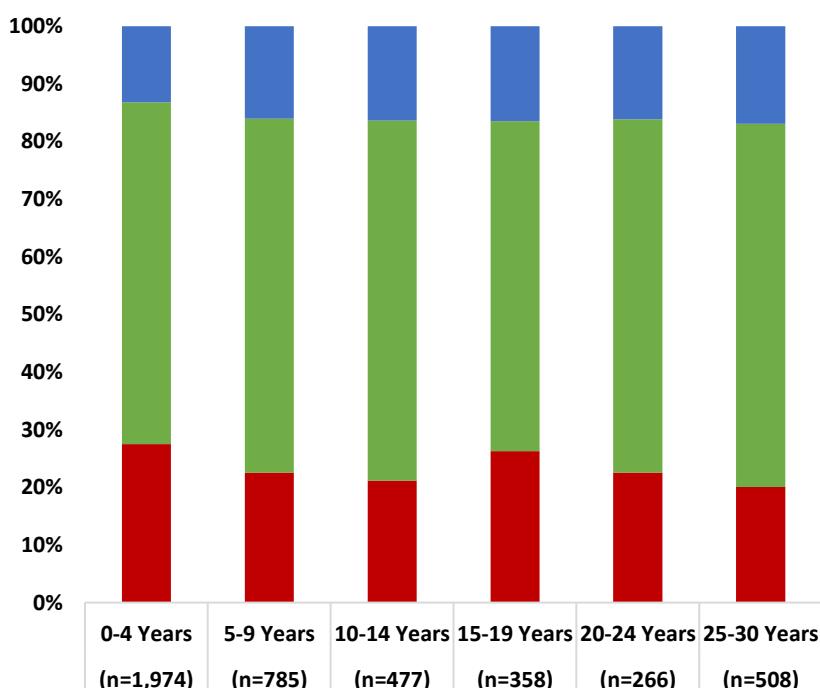


Chart 3

Percentage of Teachers who Remained Employed in NC Public Schools in each EVAAS Category, by Bands of Teaching Experience (n=55,487)



Percentage of Teachers who Left Employment in NC Public Schools in each EVAAS Category, by Bands of Teaching Experience (n=4,368)



- Exceeds Expected Growth
- Meets Expected Growth
- Does Not Meet Expected Growth

State Attrition by Region and LEA

The overall state attrition rate is a function of teachers leaving employment in NC public schools from the local employing agencies (LEAs). Certain LEAs may be more vulnerable to teacher attrition for a variety of reasons (e.g., proximity to neighboring states, proximity to or distance from a major urban center, employment opportunities outside of the education sector, etc.). These and other factors may create a differential effect on teacher attrition from NC public schools. In Table 5, the data show the contribution of the eight educational regions of North Carolina to the overall state attrition rate. These data indicate that, in general, regions in the western part of the state have lower teacher attrition rates than their eastern counterparts. The Northwest Region has the lowest attrition rate (6.1%) for teachers in the state; the Sandhills Region has the highest rate (9.8%) among the state's regions.

**Table 5: Contribution to the State Attrition Rate by Region (n=94,792)
2017-2018**

Region Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	Attrition Rate by Region
North Central	23,045	1,907	8.3%
Northeast	5,004	445	8.9%
Northwest	5,678	346	6.1%
Piedmont Triad	16,087	1,236	7.7%
Sandhills	9,009	880	9.8%
Southeast	9,058	806	8.9%
Southwest	21,282	1,651	7.8%
Western	5,746	403	7.0%
State Totals	94,909	7,674	8.09%

While a state-wide attrition rate of 8.09% may be in line with attrition rates experienced by other professions, the state-wide attrition rate is not informative in terms of the effects of teacher attrition on individual LEAs. Data on the five LEAs with the highest and lowest attrition rates in the state are presented in Table 6. The LEAs with the highest teacher attrition rates are Warren County Schools, Northeast Regional School – Biotech/Agri, Northhampton County Schools, Thomasville City Schools, and Bertie County Schools. The attrition rate for these LEAs is highly variable and substantially greater than the overall state attrition rate. The attrition rate for Warren County Schools (32.5%) is over four times greater than the overall state attrition rate (8.1%). Bertie County Schools, with the lowest attrition rate of the five LEAs (22.7%), is almost three (2.8) times higher attrition rate than the state as a whole.

Conversely, the LEAs with the five lowest attrition rates – Caldwell County Schools, Dare County Schools, Yancey County Schools, Camden County Schools, and Macon County Schools – have teacher attrition rates that are less than half that of the state attrition rate. Furthermore, the attrition rates for these five districts are within one percentage point of one another. Although there are a myriad of factors specific to each of these ten LEAs that may affect their attrition rates, it would benefit all LEAs for the state to explore what factors might be contributing to the low attrition rates of these five districts. If there are programs, processes, or organizational structures present in these five LEAs that can be replicated (with similar effect) in other LEAs across the state, there might opportunities to lower the state's attrition rate even further.

It is important to note that these attrition rates for the LEAs are based solely on teachers who leave employment in NC public schools. Mobility rates, which also have an impact on the instructional capacity of LEAs, will be analyzed in the following section.

**Table 6: Five Highest and Lowest LEAs in State Attrition Rates
2017-2018**

LEA Name	Total Number of Teachers	Number of Teachers Leaving Employment in NC Public Schools	Attrition Rate by LEA
Highest Attrition Rates			
Warren County Schools	154	50	32.5%
Northeast Regional School	11	3	27.3%
Northhampton County Schools	137	35	25.5%
Thomasville City Schools	166	42	25.3%
Bertie County Schools	141	32	22.7%
Lowest Attrition Rates			
Caldwell County Schools	833	57	6.8%
Dare County Schools	382	24	6.3%
Yancey County Schools	174	611	6.3%
Camden County Schools	129	6	4.7%
Macon County Schools	325	14	4.3%

Teacher Mobility

Up to this point, this report has focused on teachers who have left the teaching profession in North Carolina public schools. The 115 LEAs across the state must not only contend with the impact of teachers leaving state employment, but also the loss of teachers due to teachers changing employment from one LEA to another LEA or charter school. During the measurement period from March 2017 to March 2018, on average, 4.4% (4,145 teachers) of North Carolina's teaching force changed employment from one LEA to another LEA or NC public charter school. The combined effect of teacher attrition from public school employment and the mobility of teachers across LEAs results in the LEA attrition rate⁴. This section of the report will focus on how LEAs differ in terms of their mobility and overall attrition rates and whether there are informative trends in how teachers move from one LEA to another.

In Table 7, the five LEAs with the highest overall mobility rates and the five LEAs with the lowest overall mobility rates are displayed. Warren County Schools reported the highest percentage of teachers moving to another LEA or charter school during the measurement period. Warren County Schools' percentage of 11.7% is over two and a half times the state average mobility rate. Similar to the attrition rates, the mobility rates of these five districts are large (relative to the average) and very consistent in their magnitude (range of 0.4 percentage points).

The six districts with the lowest mobility rates in the state have mobility rates that range from 0.9% (Macon County Schools) to 1.6% (Roanoke Rapids City Schools and Camden County Schools). At the high end, these districts experience mobility rates that are about a third (36.4%) of the state mobility average. As suggested earlier in this report, it may be beneficial for the state to examine districts with low mobility rates more closely to determine what policy-relevant factors may be contributing to these unusually low rates.

**Table 7: Five Highest and Lowest LEA Mobility Rates
2017-2018**

LEA Name	Total Number of Teachers	Number of Teachers Leaving LEA	LEA Mobility Rate
Highest Mobility Rates			
Warren County Schools	154	18	11.7%
Northhampton County Schools	137	16	11.7%
Edgecombe County Public Schools	398	46	11.6%
Vance County Schools	445	51	11.5%
Lexington City Schools	204	23	11.3%
Lowest Mobility Rates			
Roanoke Rapids City Schools	189	3	1.6%
Camden County Schools	129	2	1.6%
Swain County Schools	141	2	1.4%
Clay County Schools	95	1	1.1%
Dare County Schools	328	4	1.0%
Macon County Schools	325	3	0.9%

⁴ Teachers who reported that they were leaving employment with NC public schools but appeared in payroll records in the 2017-18 school year were not included in state-level attrition rates. If these teachers appeared in the payroll records of a different LEA/charter school after March 2018, they factor into the original LEA's mobility rate. If the teacher appeared in the payroll records of the same LEA in March 2017 (regardless of role), they do not factor in the LEA's mobility rate.

Overall Attrition from the LEAs

The combined effect of attrition from the state and mobility from the LEA results in the overall LEA attrition rate – the percentage of instructional capacity an LEA loses during the measurement period of March 2017 to March 2018. The state average for the LEA attrition rate is 12.45%: 8.09% for attrition from the state and 4.37% for average mobility rate. The ten LEAs that demonstrate the five highest and five lowest LEA attrition rates are displayed in Table 8.

From the data contained in Table 8, one can see that Warren County Schools and Halifax County Schools experienced the greatest percentage of loss to their teaching force during the measurement period. Warren County Schools lost approximately one of every three teachers (32.5%) employed in the system during the measurement period. The remaining LEAs of the high attrition rate group lost, on average, more than one in four of their teachers from March 2017 to March 2018. The high rates of attrition among these five LEAs undoubtedly creates challenges for the LEAs to maintain consistency in instructional services for their students. It should be noted that Weldon City Schools, which exhibited the highest LEA attrition rates in the 2016-2017 measurement period, has substantially reduced its LEA attrition rates (Weldon City Schools – 32.0% in 2016-17 to 15.1% in 2017-18).

In the 2017-2018 report, LEAs from the western part of the state represent four of the five LEAs with the lowest LEA attrition rates. For the second year in a row, Dare County Schools maintained the second lowest overall LEA attrition rate in the state. The five districts with the lowest overall attrition exhibit attrition rates that are between 54 and 33 percent of the state's average LEA attrition rate. While employment patterns can change from year to year. The state is gaining valuable information about which LEAs are able to maintain relatively low attrition rates year after year. The state could possibly benefit from examining the hiring, recruitment, and on-boarding processes for these districts to find scalable best practices that could help reduce attrition in other districts. Other data sources relevant to teacher satisfaction (e.g., the NC Teacher Working Conditions Survey) might hold valuable information for our understanding of how these five districts are able to retain their teachers at rates that are much higher than the state average.

**Table 8: Five Highest and Lowest Total Attrition Rates for LEAs
2017-2018**

LEA Name	Total Number of Teachers	Number of Teachers Leaving State Employment	State Attrition Rate for LEA	Number of Teachers Leaving LEA	LEA Mobility Rate	Total Number of Teachers Departing from the LEA	Total Attrition Rate from LEA
Highest LEA Attrition							
Warren County Schools	154	32	20.8%	18	11.7%	50	32.5%
Halifax County Schools	187	38	20.3%	16	8.6%	54	28.9%
Northeast Regional School – Biotech/Agriculture	137	19	13.9%	16	11.7%	35	25.5%
Thomasville City Schools	166	27	16.3%	15	9.0%	42	25.3%
Vance County Schools	445	52	11.7%	51	11.5%	103	23.1%
Lowest LEA Attrition							
Caldwell County Schools	833	29	3.5%	28	3.4%	57	6.8%
Dare County Schools	382	20	5.2%	4	1.0%	24	6.3%
Yancey County Schools	174	7	4.0%	4	2.3%	11	6.3%
Camden County Schools	129	4	3.1%	2	1.6%	6	4.7%
Macon County Schools	325	11	3.4%	3	0.9%	14	4.2%

LEA Recouptment Rate

Although teacher mobility can present challenges to LEAs in staffing their schools and maintaining instructional consistency, the movement of teachers across the state can benefit some LEAs. LEAs may benefit from teacher mobility by being able to replace departing teachers with other teachers who have experience with NC curricula, assessment practices, and other state policies and procedures. In order to appreciate the net effect of teacher mobility on the LEAs, one must understand how well LEAs are able to capitalize on teacher mobility to replenish their teaching forces. In this section of the report, the rate at which LEAs are able to attract teachers who are changing employment within the state and offset their own losses is referred to as the LEA recouptment rate. The recouptment rate is the number of mobile teachers who appear on an LEA's payroll on or after March 2017 divided by the total number of teachers who left that LEA as of March 2018.

From the data in Table 9, one can observe the recouptment rates of the LEAs with the five highest, and lowest, teacher recouptment rates during the period from March 2017 to March 2018. Tyrell County Schools and Camden County Schools enjoyed the highest rates of replacing their departing teachers with teachers who have teaching experience in North Carolina (120% and 100%, respectively). Many of the LEAs in the top five of teacher recouptment rates had relatively small numbers of departing teachers, so it might be easier for these LEAs to achieve higher recouptment rates than larger LEAs. One notable exception to this trend is Orange County Schools. Orange County Schools was able to replace 49 of its 78 teachers who departed the LEA during the measurement period, for an overall recouptment rate of 62.8%. The strategies that this moderate-sized LEA used to replace its teacher losses with experienced NC teachers may be a fruitful area of inquiry.

Low rates of teacher recouptment pose challenges for LEAs. If an LEA is unable to leverage teacher mobility within the state to offset its own losses, the LEA must hire teachers that are either new to the profession or new to teaching in North Carolina. Initially, both groups of teachers – new to the profession

and new to teaching in NC – are, on average, less effective than teachers with experience in North Carolina. LEAs with low recoupment rates will generally have to invest more resources and support for these teachers without previous experience in North Carolina. Of the five LEAs with the lowest rates of recoupment, Graham County Schools and Weldon City Schools were not able to replace any of their departing teachers with a teacher who had prior experience in NC. Warren County Schools had the fifth lowest recoupment rate among LEAs (8.0%). Warren County Schools' recoupment rate is doubly problematic given that it is the only LEA that had one of the highest LEA-attrition rates in the state combined with one of the lowest recoupment rates. The state may need to recognize and support LEAs like Warren County Schools that have high attrition rates and low rates of teacher recoupment.

A complete list of LEAs with their attrition, mobility, and recoupment rates can be found in Appendix C.

**Table 9: Five Highest and Lowest Total Recoupment Rates for LEAs
2017-2018**

LEA Name	Number of Departing Teachers	LEA Attrition Rate	Teachers Employed from other LEAs	Recoupment Rate
Highest Recoupment Rates				
Tyrrell County Schools	5	10.2%	6	120.0%
Camden County Schools	6	4.7%	6	100.0%
Davie County Schools	33	7.8%	23	69.7%
Orange County Schools	57	10.2%	37	64.9%
Edenton-Chowan Schools	14	10.1%	9	64.3%
Lowest Recoupment Rates				
Warren County Schools	50	32.5%	4	8.0%
Cherokee County Schools	28	10.3%	2	7.1%
Graham County Schools	8	8.8%	0	0.0%
Northeast Regional Schools – Biotech/Agri	3	27.3%	0	0.0%
Weldon City Schools	11	15.1%	0	0.0%

LEA Attrition Data for Low-Performing Districts

One of the requirements of this report is to examine the rates of attrition and mobility for the LEAs that were identified as low performing in the 2017-2018 school year. There were eight LEAs identified as low performing in the 2017-2018 school year: Anson County Schools, Caswell County Schools, Edgecombe County Schools, Halifax County Schools, Nash-Rocky Mount Schools, Northampton Schools, Tyrrell County Schools, and Washington County Schools. The attrition, mobility, and recoupment rates for these eleven LEAs are presented in Table 10.

The data from these eight LEAs show that there was great variability in the LEA-attrition rates. Two of these LEAs (Halifax and Northampton) had LEA-attrition rates that were approximately twice the state average of 12.45%. On the other hand, the Tyrrell County Schools saw teacher departure rates (10.2%) that were less than the state average. The remaining LEAs had LEA-attrition rates that were consistent with the state average.

These eight LEAs do not appear to exhibit a recoupment rate that is markedly different from other LEAs across the state. Tyrrell County Schools is the exception, with a recoupment rate that exceeds 100%. Four LEAs showed a recoupment rate that was consistent with the state average of 30.4% - Anson County Schools, Caswell County Schools, Edgecombe County Schools, and Washington County Schools. Halifax County Schools, Nash-Rocky Mount Schools and Northampton Schools demonstrated recoupment rates that were slightly lower than the state average. Halifax County Schools' recoupment may be slightly lower than the state average, but the LEA showed a dramatic increase in its recoupment rate from 2016-17 to 2017-18 (8.2% and 22.2%, respectively).

There does not appear to be a strong association between teacher attrition, mobility, and recoupment rates and designation as a low-performing district. With the exception of Northampton County Schools, these districts do not demonstrate a consistent departure from state averages on the three measures of teacher attrition, mobility, and recoupment.

Six of the eight LEAs that were identified as low-performing in the 2017-18 school year, were also on the list of low-performing districts in the 2016-17 school year (Anson, Edgecombe, Nash-Rocky Mount, Northampton, Halifax, and Washington). There is no clear, observable trend in the attrition and recoupment data for these LEAs from the 2016-2017 reporting period to the 2017-2018 reporting period. Some of the LEAs fared better in terms of attrition and recoupment rates and some exhibited higher attrition and lower recoupment rates. There is nothing in the data to suggest that attrition or recoupment rates for these LEAs suffer as a result of their low-performing designation.

Table 10: Attrition, Mobility, and Recoupment Rates for LEAs Identified as Low Performing 2017-2018

Row Labels	Total Number of Employees	State Attrition	State Attrition Rate	Mobility	Mobility Rate	Total Number Departed	LEA Attrition Rate	Recoup	Recoup Rate
Anson County Schools	214	25	11.7%	14	6.5%	39	18.2%	12	30.8%
Caswell County Schools	188	21	11.2%	12	6.4%	33	17.6%	13	39.4%
Edgemcombe County Schools	398	43	10.8%	46	11.6%	89	22.4%	32	36.0%
Halifax County Schools	187	38	20.3%	16	8.6%	54	28.9%	12	22.2%
Nash-Rocky Mount Schools	956	81	8.5%	55	5.8%	136	14.2%	24	17.6%
Northhampton County Schools	137	19	13.9%	16	11.7%	35	25.5%	5	14.3
Tyrrell County Schools	49	2	4.1%	3	6.1%	5	10.2%	6	120.0%
Washington County Schools	108	12	11.1%	8	7.4%	20	18.5%	6	30.0%

Most Difficult to Staff License Areas

Prior to the 2017-2018 State of the Teaching Profession Report, NCDPI surveyed LEAs about the most difficult to staff licensure areas. For this year's report, the agency is taking a different approach to answering this question. Instead of asking the LEAs their impressions of which licensure areas are hardest to staff, NCDPI has asked districts to report on teacher vacancies on the first and 40th instructional day of the 2017-18 school year. Conducting the analysis in this manner will allow the agency to ground the result in data rather than the perceptions of recruiters in the LEAs.

In order to ensure that all LEAs reported their data in a consistent manner, it was necessary to create a teacher vacancy definition. For the purposes of this report, NCDPI defined a teacher vacancy as an instructional position (or a portion thereof) for which there is not an appropriately licensed teacher who is eligible for permanent employment. Instructional positions that are filled with long-term substitutes, retired teachers, or provisionally licensed teachers would be counted as vacant by the LEA, because these employees are not lasting solutions to the vacancy issue and are only stop-gap measures (in most cases) employed by the LEA until a full-time, permanent, fully-licensed teacher can be found. Because of the Department's approach to defining teacher vacancy, one should not assume that positions listed as vacant lack a teacher, but that the position is being covered by the best possible interim teacher until the LEA can realize a more appropriate solution.

For the 2017-18 school year, LEAs across the State of North Carolina reported a total of 103,631.3 teaching positions in North Carolina. This report includes data from 107 LEAs and one report from the North Carolina Department of Prisons. Eight LEAs' data were omitted from the analysis due to inconsistencies in the data – Ashe County Schools, Asheville City Schools, Bertie County Schools, Dare County Schools, Davie County Schools, Madison County Schools, Thomasville City Schools, and Winston Salem-Forsyth County Schools. LEAs were asked to report the number of teaching vacancies on both the first and the 40th instructional day of the 2017-18 school year. Across the state there were 1562.3 (1.5%) instructional vacancies on the first day of the school year and 1555.0 (1.5%) vacancies on the 40th instructional day. In many cases, the positions that were reported as vacant on the first instructional day were different from the positions that were reported as vacancies on the 40th instructional day. This suggests that teacher vacancy is a continual issue that LEAs must contend with throughout the school year.

In Table 11, one can see the total number of vacancies in the state for selected subject areas by school type (elementary, middle, and high school). It is clear that elementary schools have the greatest number of vacancies in the selected subject areas, but that is expected given that there are far more elementary schools than middle or high schools. While these numbers may appear small for state-wide totals, one must bear in mind that each vacancy represents a classroom of students that does not have a certified, permanent teacher as of the 40th instructional day. With nearly a quarter of the school year complete by the 40th instructional day, there will likely be a negative effect on the academic achievement of the students in these classrooms.

Table 11: State-Wide Total Vacancies for Subjects by School Type

Subject Area	School Type	Number of Vacancies
Core (Math, ELA, Science, Social Studies)	K-5	603.7
Exceptional Children	K-5	158.6
Math	6-8	105.5
ELA	6-8	86.8
Science	6-8	65.3
Social Studies	6-8	41.5
Exceptional Children	6-8	94.2
Math	9-12	94.5
ELA	9-12	68.5
Science	9-12	53.9
Social Studies	9-12	29.5
EC	9-12	103.2
CTE	9-12	113.0

LEAs varied considerably in their vacancy rates across the state. There were 9 LEAs that reported zero teaching vacancies on the 40th instructional day – Ashe, Clay, Graham, Macon, Newton-Conover City, Pamlico, Perquimans, Swain, and Washington. The top five LEAs, in terms of teacher vacancies on the 40th instructional day are presented below in Table 12. The vacancy totals for all selected subject areas and vacancy rates for each LEA are presented in Appendix D.

Table 12: LEAs with the Highest Teacher Vacancy Rates in North Carolina

LEA Name	Teacher Vacancy Rate
Anson County Schools	12.6%
Northhampton County Schools	12.0%
Warren County Schools	10.7%
Mitchell County Schools	10.1%
Elizabeth City-Pasquotank Schools	9.9%
Edenton-Chowan Schools	8.9%

Conclusions and Next Steps

In general, North Carolina teachers continue to remain teaching in the state and their respective LEAs. While the state attrition rate of 8.09% may be comparable with the attrition rates of other professions, this report has demonstrated that there is substantial variation in that rate across the 115 LEAs in the state. Additionally, analysis of the effectiveness of teachers who no longer remain employed in NC public schools shows that departing teachers are, on average, less effective than their counterparts who choose to remain employed in NC public schools. The question of whether the teachers that replace those teachers lost through attrition are as effective remains unanswered.

Teachers transferring between LEAs, while not representing a loss for the state, do have an impact on the instructional capacity of North Carolina's public school systems. While some LEAs are able to capitalize on teacher mobility, others experience teacher mobility as another obstacle to maintaining a strong, experienced teaching force. Clearly, there are LEAs that are more effective than others at guarding against teacher attrition through mobility. Similarly, some LEAs are able to replenish their diminished teaching force by attracting the state's mobile teachers to their schools. Research into these two phenomena could prove beneficial to the state in terms of reducing teacher mobility in LEAs that experience the highest rates of teacher mobility.

Finally, this report examined the license areas that were most difficult for LEAs to find teaching candidates. Surveys from a majority of the state's LEAs show that there is a dearth of teachers licensed in the areas of mathematics and elementary education. Finding teachers who are licensed in the area of Exceptional Children also continues to be a challenge for the state's LEAs.

The findings in this report are preliminary and should, in no way, suggest a causal relationship between teacher attrition and other characteristics of teachers or LEAs. If any relationships borne out by the analyses in this report suggest a shift in policy or practice, it is advisable that the state conduct deeper, more thorough, research into the possible root causes of the reported relationships. Such research can only enhance our understanding of why, and under what circumstances, teachers decide to leave the teaching profession in North Carolina or move from one LEA to another.

Appendices

Appendix A: Self-Reported Reasons for Leaving

Teachers who left the LEA but remained in education	
(Includes individuals resigning to teach in another NC LEA or charter school and individuals who moved to non-teaching positions in education)	
58	Resigned to teach in another NC public school system
	Teachers leaving LEA to accept a teaching position in another NC system
	Teachers leaving LEA to accept a teaching position in a NC charter school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
59	Moved to a non-teaching position in education in another LEA or Agency
	Teachers moved to counselor, media coordinator, or non-teaching duties in another LEA or Agency
	Teachers moved to administrative positions (school-based) in another LEA or Agency
	Teachers moved to supervisory, director, or coordinator positions in another LEA or Agency
	Teachers accepted non-teaching support or administrative positions in another LEA or Agency
70	Resigned to teach in a NC charter school
	Teachers leaving LEA to accept a teaching position in a NC charter school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
71	Resigned to teach in a NC non-public/private school
	Teachers leaving LEA to accept a teaching position in a NC non-public/private school
	Teachers obtaining another teaching job on their own initiative (as opposed to spouse relocation)
75	Moved to a non-teaching position in the LEA
	Teachers moved to counselor, media coordinator, or non-teaching duties in current LEA of employment
	Teachers moved to administrative positions (school-based) in current LEA of employment
	Teachers moved to supervisory, director, or coordinator positions in current LEA of employment
	Teachers accepted non-teaching support or administrative positions in current LEA of employment
Teachers who left for personal reasons	
(Includes individuals retiring with reduced benefits, individuals resigning to teach in a non-public school in NC, individuals resigning to teach in another state, individuals dissatisfied with teaching, individuals seeking a career change)	
57	Resigned – Family responsibility/Child care
	Teachers resigning for maternity/family leave
	Teachers resigning to care for ill parents or members of the immediate family
	Teachers resigning to care for family business or personal needs
60	Resigned – To continue education/Take a sabbatical
	Teachers resigning to return to school
	Teachers resigning to pursue an educational leave of absence
61	Resigned – Family relocation
	Teachers resigning due to spouse's relocation
	Teachers resigning as a result of marriage and relocation
	Teachers resigning due to family relocation
62	Resigned – To teach in another state
	Teachers leaving NC to teach in a public school in another state
	Teachers leaving NC to teach in a private school in another state
63	Resigned – Dissatisfied with teaching
	Teachers resigning due to dissatisfaction with teaching
64	Resigned – Health/disability
	Teachers resigning due to personal disability or health related issues
68	Retired with reduced benefits
	Teachers retiring after age 50 with reduced benefits
	Teachers retiring with less than full benefits
72	Resigned – Career Change
	Teachers resigning to pursue another employment opportunity
	Teachers resigning to pursue interests outside teaching

73	Re-employed Retired Teacher Resigned
	Teacher who had retired, was re-employed and subsequently resigns
Teachers whose departure was initiated by the LEA	
	(Includes individuals who were non-renewed, dismissed, or resigned in lieu of dismissal)
50	Dismissed
	Teachers demoted or dismissed under GS 115C-325(h)
	Probationary teachers dismissed during the school year under GS 115C-325(m)
	Teachers dismissed under GS 115C-325 (Below standard ratings)
	Teachers reported to the dismissed teacher list
	Teachers dismissed and the ruling upheld by case manager
53	Non-Renewed – Probationary Contract Ended
	Probationary teachers whose contract is not renewed after the end of the year
54	Interim Contract – Not Rehired (<i>Report only for interim contracts of 6 months or more</i>)
	Interim teachers not rehired under retirement cap
	Teachers not rehired under a term contract with specific employment dates
	Teachers not rehired due to return of a permanent teacher from a leave of absence
55	Resigned in lieu of dismissal
	Teachers resigned to avoid placement on dismissed teacher list
	Teachers resigned rather than go through full dismissal hearing
	Teachers resigned during an active investigation regarding performance/behavior as a professional educator
56	Did not obtain or maintain license
	Teachers not renewed due to failure to fulfill lateral entry requirements
	Teachers not renewed due to failure to earn 15 renewal credits
	Teachers failed to meet Praxis or provisional license requirements
	Teachers let license expire
	Teachers' license was revoked
78	Resigned In Lieu of Non-Renewal
Teachers who left for reasons beyond LEA control	
	(Includes individuals who retired with full benefits, individuals who resigned for health reasons, individuals who resigned due to family responsibilities and/or childcare, death, and individuals who resigned due to family relocation)
51	Reduction in Force
	Teachers not rehired due to loss of enrollment, funding, or programming
	Teachers covered under local "RIF" policies
66	Retired with full benefits
	Teachers age 60 with 25 years of creditable service
	Teachers with 30 years of creditable service
	Teachers age 65 with at least 5 years of creditable service
	Teachers retiring with full/unreduced retirement benefits
67	Deceased
	Teachers who die while in active service in a NC public school
74	Resigned – End of Visiting International Faculty (VIF) Term
	Teachers whose cultural visas have expired and are no longer eligible to be employed in North Carolina
76	Resigned – Moving Due to Military Orders
	Teachers resigning due to being moved under military orders
77	Resigned – End of Teach for America (TFA) Term
Teachers who left for other reasons	
	(Includes teachers resigning or leaving teaching for reasons not listed or those who resigned for unknown and other reasons)
65	Resigned – Other reasons
	Teachers resigning or leaving teaching for reasons not listed on the survey
	<i>Please specify (text box): _____</i>
69	Resigned – Reasons unknown
	Teachers resigning; however, there is no information on reason

Appendix B: State Attrition Percentages by Reasons Categories for LEAs
2017-2018

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
010	Alamance-Burlington Schools	1,504	129	73	56.6%	17.00	13.2%	25.00	19.4%	14.00	10.9%
020	Alexander County Schools	327	15	1	6.7%		0.0%	11.00	73.3%	3.00	20.0%
030	Alleghany County Schools	118	10	2	20.0%		0.0%	7.00	70.0%	1.00	10.0%
040	Anson County Schools	214	25	14	56.0%	3.00	12.0%	8.00	32.0%		0.0%
050	Ashe County Schools	233	8	2	25.0%	1.00	12.5%	4.00	50.0%	1.00	12.5%
761	Asheboro City Schools	330	25	14	56.0%	1.00	4.0%	7.00	28.0%	3.00	12.0%
111	Asheville City Schools	331	22	17	77.3%		0.0%		0.0%	5.00	22.7%
060	Avery County Schools	169	18	6	33.3%		0.0%	12.00	66.7%		0.0%
070	Beaufort County Schools	482	44	18	40.9%	3.00	6.8%	18.00	40.9%	5.00	11.4%
080	Bertie County Schools	141	20	6	30.0%	3.00	15.0%	7.00	35.0%	4.00	20.0%
090	Bladen County Schools	306	28	10	35.7%	2.00	7.1%	14.00	50.0%	2.00	7.1%
100	Brunswick County Schools	819	79	47	59.5%	4.00	5.1%	17.00	21.5%	11.00	13.9%
110	Buncombe County Schools	1,639	121	76	62.8%		0.0%	27.00	22.3%	18.00	14.9%
120	Burke County Schools	769	47	28	59.6%	2.00	4.3%	15.00	31.9%	2.00	4.3%
130	Cabarrus County Schools	1,949	128	97	75.8%	3.00	2.3%	18.00	14.1%	10.00	7.8%
140	Caldwell County Schools	833	28	14	50.0%	1.00	3.6%	12.00	42.9%	1.00	3.6%
150	Camden County Schools	129	4		0.0%		0.0%	3.00	75.0%	1.00	25.0%
160	Carteret County Public Schools	615	51	24	47.1%		0.0%	22.00	43.1%	5.00	9.8%
170	Caswell County Schools	188	25	5	20.0%	6.00	24.0%	9.00	36.0%	5.00	20.0%
180	Catawba County Schools	1,007	58	29	50.0%	3.00	5.2%	21.00	36.2%	5.00	8.6%
681	Chapel Hill-Carrboro City Schools	910	86	44	51.2%	3.00	3.5%	24.00	27.9%	15.00	17.4%
600	Charlotte-Mecklenburg Schools	8,978	816	528	64.7%	42.00	5.1%	182.00	22.3%	64.00	7.8%
190	Chatham County Schools	623	44	23	52.3%	4.00	9.1%	11.00	25.0%	6.00	13.6%
200	Cherokee County Schools	271	16	5	31.3%		0.0%	8.00	50.0%	3.00	18.8%
220	Clay County Schools	95	7	3	42.9%		0.0%	3.00	42.9%	1.00	14.3%
230	Cleveland County Schools	1,057	55	31	56.4%		0.0%	17.00	30.9%	7.00	12.7%
821	Clinton City Schools	200	11	7	63.6%	1.00	9.1%	2.00	18.2%	1.00	9.1%
240	Columbus County Schools	398	38	11	28.9%	4.00	10.5%	11.00	28.9%	12.00	31.6%

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
250	Craven County Schools	895	94	26	27.7%		0.0%	30.00	31.9%	38.00	40.4%
260	Cumberland County Schools	3,338	373	173	46.4%	72.00	19.3%	62.00	16.6%	66.00	17.7%
270	Currituck County Schools	270	24	14	58.3%	3.00	12.5%	4.00	16.7%	3.00	12.5%
280	Dare County Schools	382	20	14	70.0%		0.0%	6.00	30.0%		0.0%
290	Davidson County Schools	1,226	53	24	45.3%		0.0%	25.00	47.2%	4.00	7.5%
300	Davie County Schools	425	18	10	55.6%		0.0%	5.00	27.8%	3.00	16.7%
310	Duplin County Schools	628	50	30	60.0%	1.00	2.0%	14.00	28.0%	5.00	10.0%
320	Durham Public Schools	2,420	279	133	47.7%	21.00	7.5%	30.00	10.8%	95.00	34.1%
210	Edenton-Chowan Schools	138	9	5	55.6%		0.0%	2.00	22.2%	2.00	22.2%
330	Edgecombe County Public Schools	398	53	17	32.1%	10.00	18.9%	16.00	30.2%	10.00	18.9%
700	Elizabeth City-Pasquotank Public Schools	377	48	35	72.9%	4.00	8.3%	8.00	16.7%	1.00	2.1%
861	Elkin City Schools	89	4	2	50.0%		0.0%	1.00	25.0%	1.00	25.0%
350	Franklin County Schools	522	51	21	41.2%	1.00	2.0%	14.00	27.5%	15.00	29.4%
360	Gaston County Schools	1,961	167	98	58.7%	11.00	6.6%	42.00	25.1%	16.00	9.6%
370	Gates County Schools	130	5	2	40.0%		0.0%	2.00	40.0%	1.00	20.0%
380	Graham County Schools	91	7	2	28.6%	1.00	14.3%	4.00	57.1%		0.0%
390	Granville County Schools	480	47	34	72.3%		0.0%	11.00	23.4%	2.00	4.3%
400	Greene County Schools	214	18	8	44.4%	1.00	5.6%	7.00	38.9%	2.00	11.1%
410	Guilford County Schools	4,790	341	207	60.7%		0.0%	60.00	17.6%	74.00	21.7%
420	Halifax County Schools	187	41		0.0%		0.0%		0.0%	41.00	100.0%
430	Harnett County Schools	1,275	104	56	53.8%	3.00	2.9%	29.00	27.9%	16.00	15.4%
440	Haywood County Schools	503	39	18	46.2%	1.00	2.6%	12.00	30.8%	8.00	20.5%
450	Henderson County Schools	917	66	39	59.1%		0.0%	14.00	21.2%	13.00	19.7%
460	Hertford County Schools	196	20	9	45.0%	4.00	20.0%	5.00	25.0%	2.00	10.0%
181	Hickory City Schools	289	32	15	46.9%	7.00	21.9%	8.00	25.0%	2.00	6.3%
470	Hoke County Schools	559	88	37	42.0%	2.00	2.3%	7.00	8.0%	42.00	47.7%
480	Hyde County Schools	62	4	1	25.0%		0.0%	3.00	75.0%		0.0%
490	Iredell-Statesville Schools	1,250	94	48	51.1%	4.00	4.3%	37.00	39.4%	5.00	5.3%
500	Jackson County Public Schools	250	20	15	75.0%	1.00	5.0%	3.00	15.0%	1.00	5.0%
510	Johnston County Schools	2,311	150	95	63.3%	2.00	1.3%	29.00	19.3%	24.00	16.0%
520	Jones County Schools	92	5		0.0%	1.00	20.0%	4.00	80.0%		0.0%

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
132	Kannapolis City Schools	358	29	14	48.3%	1.00	3.4%	8.00	27.6%	6.00	20.7%
530	Lee County Schools	683	55	38	69.1%		0.0%	7.00	12.7%	10.00	18.2%
540	Lenoir County Public Schools	559	49	21	42.9%	1.00	2.0%	18.00	36.7%	9.00	18.4%
291	Lexington City Schools	204	23	13	56.5%	2.00	8.7%	7.00	30.4%	1.00	4.3%
550	Lincoln County Schools	733	48	16	33.3%	2.00	4.2%	20.00	41.7%	10.00	20.8%
560	Macon County Schools	325	11	7	63.6%		0.0%	3.00	27.3%	1.00	9.1%
570	Madison County Schools	181	14	2	14.3%		0.0%	10.00	71.4%	2.00	14.3%
580	Martin County Schools	228	11	2	18.2%	2.00	18.2%	6.00	54.5%	1.00	9.1%
590	McDowell County Schools	427	30	12	40.0%		0.0%	17.00	56.7%	1.00	3.3%
610	Mitchell County Schools	144	8	1	12.5%	1.00	12.5%	5.00	62.5%	1.00	12.5%
620	Montgomery County Schools	278	22	12	54.5%	1.00	4.5%	5.00	22.7%	4.00	18.2%
630	Moore County Schools	826	85	36	42.4%	11.00	12.9%	22.00	25.9%	16.00	18.8%
491	Mooresville Graded School District	376	28	20	71.4%		0.0%	5.00	17.9%	3.00	10.7%
862	Mount Airy City Schools	111	16	3	18.8%	2.00	12.5%	8.00	50.0%	3.00	18.8%
640	Nash-Rocky Mount Schools	956	92	36	39.1%	21.00	22.8%	22.00	23.9%	13.00	14.1%
650	New Hanover County Schools	1,717	106	62	58.5%	1.00	0.9%	24.00	22.6%	19.00	17.9%
182	Newton Conover City Schools	205	16	5	31.3%	3.00	18.8%	6.00	37.5%	2.00	12.5%
660	Northhampton County Schools	137	19	10	52.6%	1.00	5.3%	6.00	31.6%	2.00	10.5%
Northeast Regional School - Biotech/Agri		11	2	1	50.0%		0.0%		0.0%	1.00	50.0%
670	Onslow County Schools	1,590	162	103	63.6%	7.00	4.3%	37.00	22.8%	15.00	9.3%
680	Orange County Schools	560	35	14	40.0%	1.00	2.9%	17.00	48.6%	3.00	8.6%
690	Pamlico County Schools	104	10	3	30.0%	5.00	50.0%	2.00	20.0%		0.0%
710	Pender County Schools	591	54	36	66.7%	3.00	5.6%	12.00	22.2%	3.00	5.6%
720	Perquimans County Schools	115	16	6	37.5%	1.00	6.3%	4.00	25.0%	5.00	31.3%
730	Person County Schools	299	20	9	45.0%	4.00	20.0%	5.00	25.0%	2.00	10.0%
740	Pitt County Schools	1,600	139	63	45.3%	7.00	5.0%	44.00	31.7%	25.00	18.0%
750	Polk County Schools	184	13	7	53.8%	1.00	7.7%	2.00	15.4%	3.00	23.1%
780	Public Schools of Robeson County	1,483	108	55	50.9%	18.00	16.7%	31.00	28.7%	4.00	3.7%
760	Randolph County School System	1,123	73	39	53.4%	3.00	4.1%	19.00	26.0%	12.00	16.4%
770	Richmond County Schools	485	51	15	29.4%	5.00	9.8%	16.00	31.4%	15.00	29.4%
421	Roanoke Rapids City Schools	189	11	5	45.5%	1.00	9.1%	5.00	45.5%		0.0%

LEA Code	LEA Name	Total Teachers	Teachers Leaving	Personal Reasons	%	Initiated by LEA	%	Beyond Control of LEA	%	Other Reasons	%
790	Rockingham County Schools	788	74	46	62.2%	2.00	2.7%	14.00	18.9%	12.00	16.2%
800	Rowan-Salisbury Schools	1,295	105	47	44.8%		0.0%	26.00	24.8%	32.00	30.5%
810	Rutherford County Schools	543	41	26	63.4%		0.0%	12.00	29.3%	3.00	7.3%
820	Sampson County Schools	553	42	15	35.7%		0.0%	25.00	59.5%	2.00	4.8%
830	Scotland County Schools	428	41	12	29.3%	7.00	17.1%	14.00	34.1%	8.00	19.5%
840	Stanly County Schools	583	29	12	41.4%	1.00	3.4%	10.00	34.5%	6.00	20.7%
850	Stokes County Schools	437	28	8	28.6%	7.00	25.0%	9.00	32.1%	4.00	14.3%
860	Surry County Schools	538	25	8	32.0%		0.0%	15.00	60.0%	2.00	8.0%
870	Swain County Schools	141	9	5	55.6%		0.0%	1.00	11.1%	3.00	33.3%
292	Thomasville City Schools	166	28	10	35.7%	3.00	10.7%	2.00	7.1%	13.00	46.4%
880	Transylvania County Schools	275	18	11	61.1%		0.0%	4.00	22.2%	3.00	16.7%
890	Tyrrell County Schools	49	3	1	33.3%	2.00	66.7%		0.0%		0.0%
900	Union County Public Schools	2,528	187	97	51.9%	4.00	2.1%	43.00	23.0%	43.00	23.0%
910	Vance County Schools	445	57	15	26.3%	6.00	10.5%	19.00	33.3%	17.00	29.8%
920	Wake County Schools	10,275	750	456	60.8%	44.00	5.9%	134.00	17.9%	116.00	15.5%
930	Warren County Schools	154	34	18	52.9%	4.00	11.8%	10.00	29.4%	2.00	5.9%
940	Washington County Schools	108	12		0.0%	7.00	58.3%	1.00	8.3%	4.00	33.3%
950	Watauga County Schools	358	29	15	51.7%	3.00	10.3%	8.00	27.6%	3.00	10.3%
960	Wayne County Public Schools	1,234	92	42	45.7%	4.00	4.3%	34.00	37.0%	12.00	13.0%
422	Weldon City Schools	73	8	5	62.5%	1.00	12.5%	1.00	12.5%	1.00	12.5%
241	Whiteville City Schools	155	9	6	66.7%		0.0%	2.00	22.2%	1.00	11.1%
970	Wilkes County Schools	625	40	21	52.5%		0.0%	14.00	35.0%	5.00	12.5%
980	Wilson County Schools	734	68	33	48.5%	1.00	1.5%	18.00	26.5%	16.00	23.5%
340	Winston Salem/Forsyth County Schools	3,782	330	220	66.7%	12.00	3.6%	78.00	23.6%	20.00	6.1%
990	Yadkin County Schools	386	22	19	86.4%		0.0%	2.00	9.1%	1.00	4.5%
995	Yancey County Schools	174	8	2	25.0%	2.00	25.0%	4.00	50.0%		0.0%
790	Rockingham County Schools	788	74	46	62.2%	2.00	2.7%	14.00	18.9%	12.00	16.2%
State Totals/Averages		94,909	7,727	4,139	53.6%	468	6.1%	1,902	24.6%	1,218	15.8%

Appendix C: State Attrition, Mobility, and Recoupment Rates for LEAs
2017-2018

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Alamance-Burlington Schools	1,504	123	8.2%	72	4.8%	195	13.0%	41	21.0%
Alexander County Schools	327	15	4.6%	11	3.4%	26	8.0%	11	42.3%
Alleghany County Schools	118	10	8.5%	5	4.2%	15	12.7%	4	26.7%
Anson County Schools	214	25	11.7%	14	6.5%	39	18.2%	12	30.8%
Ashe County Schools	233	7	3.0%	9	3.9%	16	6.9%	4	25.0%
Asheboro City Schools	330	28	8.5%	23	7.0%	51	15.5%	15	29.4%
Asheville City Schools	331	23	6.9%	15	4.5%	38	11.5%	14	36.8%
Avery County Schools	169	18	10.7%	5	3.0%	23	13.6%	2	8.7%
Beaufort County Schools	482	44	9.1%	27	5.6%	71	14.7%	25	35.2%
Bertie County Schools	141	19	13.5%	13	9.2%	32	22.7%	10	31.3%
Bladen County Schools	306	26	8.5%	19	6.2%	45	14.7%	9	20.0%
Brunswick County Schools	819	76	9.3%	36	4.4%	112	13.7%	52	46.4%
Buncombe County Schools	1,639	126	7.7%	51	3.1%	177	10.8%	68	38.4%
Burke County Schools	769	47	6.1%	21	2.7%	68	8.8%	29	42.6%
Cabarrus County Schools	1,949	122	6.3%	91	4.7%	213	10.9%	107	50.2%
Caldwell County Schools	833	29	3.5%	28	3.4%	57	6.8%	21	36.8%
Camden County Schools	129	4	3.1%	2	1.6%	6	4.7%	6	100.0%
Carteret County Public Schools	615	53	8.6%	15	2.4%	68	11.1%	23	33.8%
Caswell County Schools	188	21	11.2%	12	6.4%	33	17.6%	13	39.4%
Catawba County Schools	1,007	59	5.9%	31	3.1%	90	8.9%	50	55.6%
Chapel Hill-Carrboro City Schools	910	88	9.7%	29	3.2%	117	12.9%	43	36.8%
Charlotte-Mecklenburg Schools	8,978	789	8.8%	290	3.2%	1,079	12.0%	213	19.7%
Chatham County Schools	623	43	6.9%	39	6.3%	82	13.2%	28	34.1%
Cherokee County Schools	271	16	5.9%	12	4.4%	28	10.3%	2	7.1%
Clay County Schools	95	7	7.4%	1	1.1%	8	8.4%	5	62.5%
Cleveland County Schools	1,057	55	5.2%	37	3.5%	92	8.7%	17	18.5%
Clinton City Schools	200	12	6.0%	8	4.0%	20	10.0%	7	35.0%
Columbus County Schools	398	35	8.8%	23	5.8%	58	14.6%	12	20.7%
Craven County Schools	895	99	11.1%	52	5.8%	151	16.9%	29	19.2%

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Cumberland County Schools	3,338	383	11.5%	131	3.9%	514	15.4%	86	16.7%
Currituck County Schools	270	24	8.9%	13	4.8%	37	13.7%	15	40.5%
Dare County Schools	382	20	5.2%	4	1.0%	24	6.3%	11	45.8%
Davidson County Schools	1,226	52	4.2%	33	2.7%	85	6.9%	37	43.5%
Davie County Schools	425	17	4.0%	16	3.8%	33	7.8%	23	69.7%
Duplin County Schools	628	49	7.8%	46	7.3%	95	15.1%	14	14.7%
Durham Public Schools	2,420	246	10.2%	145	6.0%	391	16.2%	95	24.3%
Edenton-Chowan Schools	138	9	6.5%	5	3.6%	14	10.1%	9	64.3%
Edgecombe County Public Schools	398	43	10.8%	46	11.6%	89	22.4%	32	36.0%
Elizabeth City-Pasquotank Public Schools	377	50	13.3%	35	9.3%	85	22.5%	15	17.6%
Elkin City Schools	89	4	4.5%	4	4.5%	8	9.0%	4	50.0%
Franklin County Schools	522	47	9.0%	54	10.3%	101	19.3%	41	40.6%
Gaston County Schools	1,961	159	8.1%	80	4.1%	239	12.2%	56	23.4%
Gates County Schools	130	6	4.6%	4	3.1%	10	7.7%	3	30.0%
Graham County Schools	91	6	6.6%	2	2.2%	8	8.8%	0	0.0%
Granville County Schools	480	44	9.2%	31	6.5%	75	15.6%	15	20.0%
Greene County Schools	214	17	7.9%	21	9.8%	38	17.8%	9	23.7%
Guilford County Schools	4,790	374	7.8%	202	4.2%	576	12.0%	134	23.3%
Halifax County Schools	187	38	20.3%	16	8.6%	54	28.9%	12	22.2%
Harnett County Schools	1,275	108	8.5%	97	7.6%	205	16.1%	47	22.9%
Haywood County Schools	503	37	7.4%	21	4.2%	58	11.5%	20	34.5%
Henderson County Schools	917	63	6.9%	35	3.8%	98	10.7%	35	35.7%
Hertford County Schools	196	19	9.7%	15	7.7%	34	17.3%	4	11.8%
Hickory City Schools	289	33	11.4%	17	5.9%	50	17.3%	21	42.0%
Hoke County Schools	559	82	14.7%	36	6.4%	118	21.1%	36	30.5%
Hyde County Schools	62	4	6.5%	4	6.5%	8	12.9%	4	50.0%
Iredell-Statesville Schools	1,250	89	7.1%	59	4.7%	148	11.8%	35	23.6%
Jackson County Public Schools	250	20	8.0%	14	5.6%	34	13.6%	8	23.5%
Johnston County Schools	2,311	146	6.3%	85	3.7%	231	10.0%	101	43.7%
Jones County Schools	92	6	6.5%	8	8.7%	14	15.2%	7	50.0%
Kannapolis City Schools	358	26	7.3%	31	8.7%	57	15.9%	23	40.4%
Lee County Schools	683	55	8.1%	49	7.2%	104	15.2%	36	34.6%

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Lenoir County Public Schools	559	50	8.9%	37	6.6%	87	15.6%	24	27.6%
Lexington City Schools	204	22	10.8%	23	11.3%	45	22.1%	21	46.7%
Lincoln County Schools	733	42	5.7%	21	2.9%	63	8.6%	30	47.6%
Macon County Schools	325	11	3.4%	3	0.9%	14	4.3%	7	50.0%
Madison County Schools	181	14	7.7%	7	3.9%	21	11.6%	7	33.3%
Martin County Schools	228	9	3.9%	21	9.2%	30	13.2%	9	30.0%
McDowell County Schools	427	28	6.6%	14	3.3%	42	9.8%	15	35.7%
Mitchell County Schools	144	8	5.6%	6	4.2%	14	9.7%	3	21.4%
Montgomery County Schools	278	21	7.6%	19	6.8%	40	14.4%	13	32.5%
Moore County Schools	826	87	10.5%	46	5.6%	133	16.1%	53	39.8%
Mooresville Graded School District	376	29	7.7%	23	6.1%	52	13.8%	11	21.2%
Mount Airy City Schools	111	14	12.6%	8	7.2%	22	19.8%	12	54.5%
Nash-Rocky Mount Schools	956	81	8.5%	55	5.8%	136	14.2%	24	17.6%
New Hanover County Schools	1,717	113	6.6%	49	2.9%	162	9.4%	63	38.9%
Newton Conover City Schools	205	16	7.8%	14	6.8%	30	14.6%	9	30.0%
Northhampton County Schools	137	19	13.9%	16	11.7%	35	25.5%	5	14.3%
Northeast Regional School - Biotech/Agri	11	2	18.2%	1	9.1%	3	27.3%	0	0.0%
Onslow County Schools	1,590	194	12.2%	56	3.5%	250	15.7%	69	27.6%
Orange County Schools	560	36	6.4%	21	3.8%	57	10.2%	37	64.9%
Pamlico County Schools	104	9	8.7%	5	4.8%	14	13.5%	9	64.3%
Pender County Schools	591	51	8.6%	34	5.8%	85	14.4%	34	40.0%
Perquimans County Schools	115	13	11.3%	11	9.6%	24	20.9%	12	50.0%
Person County Schools	299	20	6.7%	14	4.7%	34	11.4%	6	17.6%
Pitt County Schools	1,600	133	8.3%	90	5.6%	223	13.9%	65	29.1%
Polk County Schools	184	13	7.1%	5	2.7%	18	9.8%	4	22.2%
Public Schools of Robeson County	1,483	106	7.1%	57	3.8%	163	11.0%	20	12.3%
Randolph County School System	1,123	78	6.9%	54	4.8%	132	11.8%	40	30.3%
Richmond County Schools	485	40	8.2%	34	7.0%	74	15.3%	22	29.7%
Roanoke Rapids City Schools	189	10	5.3%	3	1.6%	13	6.9%	8	61.5%
Rockingham County Schools	788	71	9.0%	37	4.7%	108	13.7%	24	22.2%
Rowan-Salisbury Schools	1,295	105	8.1%	74	5.7%	179	13.8%	33	18.4%
Rutherford County Schools	543	39	7.2%	10	1.8%	49	9.0%	16	32.7%

LEA Name	Total Number of Employees	Total State Attrition	State Attrition Rate	Total Mobility	Mobility Rate	Number Departed from LEA	LEA Attrition Rate	Number of Teachers Recouped	Recoupment Rate
Sampson County Schools	553	39	7.1%	17	3.1%	56	10.1%	16	28.6%
Scotland County Schools	428	41	9.6%	32	7.5%	73	17.1%	23	31.5%
Stanly County Schools	583	30	5.1%	31	5.3%	61	10.5%	30	49.2%
Stokes County Schools	437	22	5.0%	20	4.6%	42	9.6%	24	57.1%
Surry County Schools	538	25	4.6%	23	4.3%	48	8.9%	14	29.2%
Swain County Schools	141	9	6.4%	2	1.4%	11	7.8%	2	18.2%
Thomasville City Schools	166	27	16.3%	15	9.0%	42	25.3%	11	26.2%
Transylvania County Schools	275	19	6.9%	11	4.0%	30	10.9%	12	40.0%
Tyrrell County Schools	49	2	4.1%	3	6.1%	5	10.2%	6	120.0%
Union County Public Schools	2,528	180	7.1%	103	4.1%	283	11.2%	66	23.3%
Vance County Schools	445	52	11.7%	51	11.5%	103	23.1%	13	12.6%
Wake County Schools	10,275	803	7.8%	251	2.4%	1,054	10.3%	387	36.7%
Warren County Schools	154	32	20.8%	18	11.7%	50	32.5%	4	8.0%
Washington County Schools	108	12	11.1%	8	7.4%	20	18.5%	6	30.0%
Watauga County Schools	358	28	7.8%	6	1.7%	34	9.5%	15	44.1%
Wayne County Public Schools	1,234	89	7.2%	57	4.6%	146	11.8%	32	21.9%
Weldon City Schools	73	8	11.0%	3	4.1%	11	15.1%	0	0.0%
Whiteville City Schools	155	8	5.2%	7	4.5%	15	9.7%	6	40.0%
Wilkes County Schools	625	41	6.6%	27	4.3%	68	10.9%	12	17.6%
Wilson County Schools	734	63	8.6%	67	9.1%	130	17.7%	55	42.3%
Winston Salem/Forsyth County Schools	3,782	336	8.9%	160	4.2%	496	13.1%	152	30.6%
Yadkin County Schools	386	22	5.7%	11	2.8%	33	8.5%	10	30.3%
Yancey County Schools	174	7	4.0%	4	2.3%	11	6.3%	4	36.4%
State Totals/Averages	94,909	7,674	8.1%	4,145	4.4%	11,819	12.5%	3,465⁵	29.3%

⁵ The number of teachers recouped is different from the total number of teachers identified as mobile because some teachers move from LEAs to charter schools. These teachers do not contribute to the state attrition rate, nor do they contribute to the recoupment rate.

Appendix D : Teacher Vacancy Data for LEAs
2017-2018

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1st Day	Positions Vacant 40th Day	Vacancy Rate	Kindergarten - 5th		
						Core	EC	Enhancements
010	Alamance-Burlington Schools	1,704.0	21.5	55.5	3.3	20.0	4.0	0.0
020	Alexander County Schools	321.0	2.0	3.0	0.9	2.0	0.0	0.0
030	Alleghany County Schools	127.5	2.0	2.0	1.6	1.0	0.0	0.0
040	Anson County Schools	260.7	33.5	32.9	12.6	5.8	3.4	0.0
050	Ashe County Schools	225.6	0.0	0.0	0.0	0.0	0.0	0.0
761	Asheboro City Schools	374.5	4.0	3.0	0.8	0.0	0.0	0.0
111	Asheville City Schools	495.5	5.0	7.0	1.4	3.0	0.0	0.0
060	Avery County Schools	154.8	1.0	2.0	1.3	0.0	0.0	0.0
070	Beaufort County Schools	534.7	19.0	21.0	3.9	1.0	0.0	0.0
080	Bertie County Schools	149.7	10.0	12.0	8.0	6.0	0.0	0.0
090	Bladen County Schools	343.4	20.0	22.5	6.6	5.0	2.0	1.0
100	Brunswick County Schools	829.5	9.0	12.0	1.4	1.0	3.0	0.0
110	Buncombe County Schools	2,022.0	6.0	9.0	0.4	0.0	1.0	0.0
120	Burke County Schools	885.3	14.5	25.5	2.9	7.0	3.5	0.0
130	Cabarrus County Schools	2,437.0	15.0	13.0	0.5	2.0	0.0	1.0
140	Caldwell County Schools	825.4	11.5	9.0	1.1	3.0	0.0	0.0
150	Camden County Schools	137.0	6.0	2.0	1.5	0.0	0.0	0.0
160	Carteret County Public Schools	621.4	7.0	9.0	1.4	4.0	1.0	0.0
170	Caswell County Schools	204.0	13.0	12.0	5.9	4.0	1.0	0.0
180	Catawba County Schools	1,094.1	7.5	11.5	1.1	2.0	2.5	1.0
681	Chapel Hill-Carrboro City Schools	1,163.0	37.5	28.4	2.4	10.0	1.0	2.5
600	Charlotte-Mecklenburg Schools	11,246.3	47.5	121.6	1.1	53.6	9.5	0.0
190	Chatham County Schools	752.3	27.0	11.5	1.5	6.0	0.5	0.0
200	Cherokee County Schools	278.8	2.0	2.0	0.7	0.0	0.0	0.0
220	Clay County Schools	110.0	0.0	0.0	0.0	0.0	0.0	0.0

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
230	Cleveland County Schools	977.9	10.5	15.5	1.6	4.5	1.0	1.0
821	Clinton City Schools	244.0	2.0	2.0	0.8	0.0	0.0	0.0
240	Columbus County Schools	364.5	12.0	21.0	5.8	7.0	0.5	1.0
250	Craven County Schools	912.2	30.5	21.0	2.3	6.0	4.0	1.0
260	Cumberland County Schools	3,385.4	49.0	32.0	0.9	8.0	3.0	0.0
270	Currituck County Schools	307.4	6.0	5.0	1.6	0.0	1.0	0.0
280	Dare County Schools	453.8	1.0	1.0	0.2	0.0	0.0	0.0
290	Davidson County Schools	1,203.8	17.0	14.0	1.2	5.0	3.0	0.0
300	Davie County Schools	417.6	0.0	3.0	0.7	0.0	2.0	0.0
310	Duplin County Schools	608.8	12.0	16.5	2.7	5.0	0.0	1.0
320	Durham Public Schools	2,400.4	38.5	62.0	2.6	22.5	7.0	3.0
210	Edenton-Chowan Schools	135.2	8.0	12.0	8.9	3.0	2.0	1.0
330	Edgecombe County Public Schools	478.0	32.8	30.5	6.4	6.9	2.9	2.0
700	Elizabeth City-Pasquotank Public Schools	453.0	27.0	45.0	9.9	15.0	17.0	0.0
861	Elkin City Schools	91.4	1.0	1.0	1.1	0.0	0.0	0.0
350	Franklin County Schools	566.0	22.0	23.0	4.1	7.0	4.0	0.0
360	Gaston County Schools	2,006.0	44.4	64.7	3.2	22.2	7.5	2.0
370	Gates County Schools	157.0	6.0	6.0	3.8	0.0	0.0	0.0
380	Graham County Schools	105.0	0.0	0.0	0.0	0.0	0.0	0.0
390	Granville County Schools	466.4	39.5	35.5	7.6	15.0	1.5	0.0
400	Greene County Schools	210.6	2.0	1.0	0.5	0.0	0.0	0.0
410	Guilford County Schools	4,840.3	0.0	31.0	0.6	7.0	1.0	0.0
420	Halifax County Schools	201.7	14.0	14.0	6.9	3.0	0.0	0.0
430	Harnett County Schools	1,315.6	31.5	50.5	3.8	12.0	4.0	1.0
440	Haywood County Schools	612.5	12.0	11.0	1.8	5.0	0.0	0.0
450	Henderson County Schools	1,101.0	0.0	59.0	5.4	20.0	6.0	0.0
460	Hertford County Schools	205.0	22.0	16.0	7.8	1.0	1.0	0.0

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
181	Hickory City Schools	313.3	6.0	3.0	1.0	0.0	1.0	0.0
470	Hoke County Schools	586.8	46.0	46.0	7.8	10.0	1.0	0.0
480	Hyde County Schools	58.0	4.0	3.0	5.2	0.0	0.0	0.0
490	Iredell-Statesville Schools	1,242.6	11.0	33.0	2.7	18.0	1.0	2.0
500	Jackson County Public Schools	250.3	1.0	1.0	0.4	0.0	0.0	0.0
510	Johnston County Schools	2,489.8	50.5	48.5	1.9	6.0	8.0	0.0
520	Jones County Schools	87.5	2.0	2.0	2.3	0.0	0.0	0.0
132	Kannapolis City Schools	447.0	3.0	5.0	1.1	0.0	0.0	0.0
530	Lee County Schools	759.0	21.0	12.0	1.6	3.0	0.0	0.0
540	Lenoir County Public Schools	600.4	13.0	24.0	4.0	8.0	1.0	0.0
291	Lexington City Schools	271.0	8.0	6.0	2.2	0.0	2.0	0.0
550	Lincoln County Schools	994.0	7.0	7.0	0.7	2.0	4.0	0.0
560	Macon County Schools	324.7	0.0	0.0	0.0	0.0	0.0	0.0
570	Madison County Schools	173.0	2.0	1.0	0.6	0.0	0.0	0.0
580	Martin County Schools	269.1	2.0	8.0	3.0	2.0	1.0	0.0
590	McDowell County Schools	430.7	7.0	5.0	1.2	1.0	0.0	0.0
610	Mitchell County Schools	138.8	10.5	14.0	10.1	5.5	1.0	0.5
620	Montgomery County Schools	320.0	14.0	14.0	4.4	7.0	0.0	0.0
630	Moore County Schools	1,038.5	22.3	16.5	1.6	2.0	1.0	1.0
491	Mooresville Graded School District	386.2	3.0	5.0	1.3	0.0	0.0	0.0
862	Mount Airy City Schools	116.8	17.0	6.0	5.1	1.0	0.0	0.0
640	Nash-Rocky Mount Schools	1,137.0	38.0	32.0	2.8	7.0	1.0	0.0
650	New Hanover County Schools	1,960.4	9.0	15.0	0.8	7.0	2.0	0.0
182	Newton Conover City Schools	204.2	6.0	0.0	0.0	0.0	0.0	0.0
660	Northhampton County Schools	166.0	10.0	20.0	12.0	7.0	0.0	1.0
670	Onslow County Schools	1,645.6	14.0	12.0	0.7	3.0	2.0	0.0
680	Orange County Schools	665.5	14.0	19.0	2.9	6.0	3.0	1.0
690	Pamlico County Schools	100.2	2.0	0.0	0.0	0.0	0.0	0.0

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
720	Perquimans County Schools	115.0	1.0	0.0	0.0	0.0	0.0	0.0
730	Person County Schools	295.3	12.0	11.0	3.7	1.0	0.0	0.0
740	Pitt County Schools	1,611.0	10.0	10.0	0.6	2.0	2.0	0.0
750	Polk County Schools	232.1	1.0	1.0	0.4	0.0	0.0	0.0
780	Public Schools of Robeson County	1,676.5	55.0	44.0	2.6	14.0	0.0	0.0
760	Randolph County School System	1,274.6	21.5	18.0	1.4	6.0	3.0	1.0
770	Richmond County Schools	613.0	17.0	21.0	3.4	4.0	2.0	1.0
421	Roanoke Rapids City Schools	192.0	3.0	1.0	0.5	0.0	0.0	0.0
790	Rockingham County Schools	835.8	12.0	16.0	1.9	7.0	0.0	1.0
800	Rowan-Salisbury Schools	1,533.0	25.0	23.0	1.5	4.0	3.0	0.0
810	Rutherford County Schools	551.4	1.0	1.0	0.2	0.0	0.0	0.0
820	Sampson County Schools	535.0	3.0	4.0	0.7	0.0	0.0	0.0
830	Scotland County Schools	490.5	21.0	16.0	3.3	3.0	1.0	0.0
840	Stanly County Schools	669.0	5.5	7.5	1.1	2.0	0.0	2.0
850	Stokes County Schools	456.1	7.0	9.5	2.1	3.5	0.0	1.0
860	Surry County Schools	551.1	5.0	4.0	0.7	2.0	0.0	0.0
870	Swain County Schools	169.0	0.0	0.0	0.0	0.0	0.0	0.0
292	Thomasville City Schools	162.7	1.0	4.0	2.5	0.0	0.0	1.0
880	Transylvania County Schools	324.0	3.0	3.0	0.9	1.0	0.0	0.0
890	Tyrrell County Schools	60.0	2.0	2.0	3.3	0.0	1.0	0.0
900	Union County Public Schools	2,526.2	3.0	14.0	0.6	0.0	0.0	0.0
910	Vance County Schools	444.8	34.0	33.0	7.4	13.0	1.0	0.0
920	Wake County Schools	12,477.8	1,563.5	102.9	0.8	59.6	2.8	1.0
930	Warren County Schools	159.5	13.0	17.0	10.7	3.0	2.0	2.0
940	Washington County Schools	120.0	12.0	3.0	2.5	2.0	0.0	0.0
950	Watauga County Schools	441.0	3.0	0.0	0.0	0.0	0.0	0.0
960	Wayne County Public Schools	1,310.8	29.0	23.0	1.8	6.0	1.0	0.0
422	Weldon City Schools	90.0	3.0	2.0	2.2	0.0	0.0	0.0

LEA Number	LEA Name	Total Certified Positions	Positions Vacant 1 st Day	Positions Vacant 40 th Day	Vacancy Rate	Kindergarten – 5th		
						Core	EC	Enhancements
241	Whiteville City Schools	159.2	1.0	3.0	1.9	0.0	0.0	0.0
970	Wilkes County Schools	743.0	5.0	1.0	0.1	0.0	1.0	0.0
980	Wilson County Schools	813.9	16.0	57.1	7.0	33.8	5.0	1.8
340	Winston Salem/Forsyth County Schools	4,102.3	72.1	59.6	1.5	25.8	3.0	2.8
990	Yadkin County Schools	365.2	1.0	1.0	0.3	0.0	0.0	0.0
995	Yancey County Schools	157.8	1.0	2.0	1.3	2.0	0.0	0.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
010	Alamance-Burlington Schools	3.0	1.0	2.0	3.0	4.0	0.0
020	Alexander County Schools	0.0	0.5	0.5	0.0	0.0	0.0
030	Alleghany County Schools	0.0	0.0	0.0	0.0	0.0	0.0
040	Anson County Schools	0.0	1.0	2.7	0.0	4.0	0.0
050	Ashe County Schools	0.0	0.0	0.0	0.0	0.0	0.0
761	Asheboro City Schools	0.0	0.0	0.0	0.0	0.0	0.0
111	Asheville City Schools	0.0	0.0	1.0	0.0	0.0	0.0
060	Avery County Schools	0.0	0.0	0.0	0.0	0.0	0.0
070	Beaufort County Schools	3.0	1.0	3.0	3.0	0.0	0.0
080	Bertie County Schools	1.0	0.0	2.0	0.0	0.0	0.0
090	Bladen County Schools	3.0	0.0	1.0	1.5	2.0	0.5
100	Brunswick County Schools	0.0	0.0	1.0	1.0	1.0	0.0
110	Buncombe County Schools	0.0	0.0	0.0	0.0	0.0	1.0
120	Burke County Schools	1.0	0.5	0.5	2.0	1.0	1.0
130	Cabarrus County Schools	1.0	1.0	0.0	1.0	0.0	0.0
140	Caldwell County Schools	0.0	0.0	1.0	1.0	0.0	0.0
150	Camden County Schools	0.0	0.0	0.0	0.0	0.0	0.0
160	Carteret County Public Schools	1.0	0.0	1.0	0.0	0.0	0.0
170	Caswell County Schools	0.0	0.0	1.0	0.0	1.0	0.0
180	Catawba County Schools	0.0	0.0	0.0	1.0	1.0	0.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
681	Chapel Hill-Carrboro City Schools	2.0	0.0	1.0	2.0	0.0	0.0
600	Charlotte-Mecklenburg Schools	4.0	4.5	9.5	7.5	3.5	0.0
190	Chatham County Schools	1.0	0.0	0.0	0.0	0.0	0.0
200	Cherokee County Schools	0.0	0.0	0.0	0.0	0.0	0.0
220	Clay County Schools	0.0	0.0	0.0	0.0	0.0	0.0
230	Cleveland County Schools	1.0	0.0	0.0	0.0	0.0	2.0
821	Clinton City Schools	0.0	0.0	1.0	0.0	0.0	0.0
240	Columbus County Schools	0.0	0.0	1.5	0.5	0.5	0.0
250	Craven County Schools	0.0	0.0	0.0	1.5	0.0	0.0
260	Cumberland County Schools	1.0	0.0	4.0	3.0	1.0	0.0
270	Currituck County Schools	1.0	0.0	0.0	0.0	0.0	0.0
280	Dare County Schools	0.0	0.0	0.0	0.0	0.0	0.0
290	Davidson County Schools	0.0	1.0	2.0	0.0	2.0	0.0
300	Davie County Schools	0.0	0.0	0.0	0.0	0.0	0.0
310	Duplin County Schools	1.0	0.0	0.0	0.0	0.0	0.0
320	Durham Public Schools	2.0	2.5	4.0	5.0	1.5	0.0
210	Edenton-Chowan Schools	0.0	1.0	0.0	0.0	0.0	0.0
330	Edgecombe County Public Schools	1.8	0.0	2.0	0.2	1.0	1.0
700	Elizabeth City-Pasquotank Public Schools	0.0	1.0	1.0	2.0	1.0	3.0
861	Elkin City Schools	0.0	0.0	0.0	0.0	0.0	0.0
350	Franklin County Schools	1.0	2.0	2.0	2.0	1.0	0.0
360	Gaston County Schools	4.0	0.0	2.8	4.5	2.8	2.0
370	Gates County Schools	0.0	0.0	0.0	0.0	0.0	0.0
380	Graham County Schools	0.0	0.0	0.0	0.0	0.0	0.0
390	Granville County Schools	3.0	3.5	1.0	3.0	0.5	0.0
400	Greene County Schools	0.0	0.0	1.0	0.0	0.0	0.0
410	Guilford County Schools	2.0	0.0	2.0	0.0	2.0	0.0
420	Halifax County Schools	0.0	1.0	0.0	0.0	0.0	0.0
430	Harnett County Schools	1.0	1.0	2.0	5.0	2.0	4.0
440	Haywood County Schools	0.0	0.0	0.0	0.0	0.0	0.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
450	Henderson County Schools	3.0	1.0	2.0	1.0	2.0	1.0
460	Hertford County Schools	1.0	1.0	2.0	2.0	1.0	0.0
181	Hickory City Schools	0.0	0.0	0.0	0.0	1.0	0.0
470	Hoke County Schools	5.0	0.0	1.0	1.0	6.0	0.0
480	Hyde County Schools	0.0	0.0	0.0	1.0	0.0	0.0
490	Iredell-Statesville Schools	2.0	1.0	0.0	0.0	2.0	0.0
500	Jackson County Public Schools	0.0	0.0	0.0	0.0	0.0	0.0
510	Johnston County Schools	2.0	3.0	4.5	3.0	3.0	3.0
520	Jones County Schools	1.0	0.0	0.0	0.0	0.0	0.0
132	Kannapolis City Schools	0.0	0.0	0.0	0.0	0.0	1.0
530	Lee County Schools	0.0	0.0	0.0	0.0	0.0	0.0
540	Lenoir County Public Schools	3.0	0.0	3.0	3.0	0.0	0.0
291	Lexington City Schools	0.0	0.0	0.0	0.0	0.0	0.0
550	Lincoln County Schools	0.0	0.0	0.0	0.0	0.0	0.0
560	Macon County Schools	0.0	0.0	0.0	0.0	0.0	0.0
570	Madison County Schools	0.0	0.0	0.0	0.0	0.0	0.0
580	Martin County Schools	0.0	0.0	1.0	0.0	0.0	0.0
590	McDowell County Schools	0.0	0.0	0.0	1.0	1.0	0.0
610	Mitchell County Schools	0.0	0.0	0.0	2.0	1.0	1.0
620	Montgomery County Schools	0.0	0.0	0.0	0.0	2.0	0.0
630	Moore County Schools	0.0	0.0	1.0	3.0	0.0	0.0
491	Mooresville Graded School District	1.0	1.0	0.0	0.0	0.0	0.0
862	Mount Airy City Schools	1.0	1.0	0.0	0.0	0.0	0.0
640	Nash-Rocky Mount Schools	1.0	3.0	5.0	2.0	1.0	0.0
650	New Hanover County Schools	0.0	0.0	1.0	3.0	0.0	1.0
182	Newton Conover City Schools	0.0	0.0	0.0	0.0	0.0	0.0
660	Northhampton County Schools	0.0	0.0	3.0	0.0	1.0	0.0
670	Onslow County Schools	0.0	1.0	0.0	2.0	0.0	0.0
680	Orange County Schools	0.0	0.0	0.0	1.5	0.0	0.0
690	Pamlico County Schools	0.0	0.0	0.0	0.0	0.0	0.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
710	Pender County Schools	0.0	0.0	0.0	0.0	0.0	0.0
720	Perquimans County Schools	0.0	0.0	0.0	0.0	0.0	0.0
730	Person County Schools	1.0	0.0	1.0	1.0	1.0	0.0
740	Pitt County Schools	0.0	0.0	0.0	0.0	0.0	0.0
750	Polk County Schools	0.0	0.0	0.0	0.0	0.0	0.0
780	Public Schools of Robeson County	6.0	0.0	7.0	0.0	2.0	0.0
760	Randolph County School System	0.0	0.0	0.0	2.0	0.0	0.0
770	Richmond County Schools	0.0	2.0	2.0	1.0	0.0	1.0
421	Roanoke Rapids City Schools	0.0	0.0	0.0	0.0	0.0	0.0
790	Rockingham County Schools	1.0	0.0	1.0	1.0	0.0	0.0
800	Rowan-Salisbury Schools	0.0	0.0	0.0	1.0	0.0	0.0
810	Rutherford County Schools	0.0	0.0	0.0	0.0	0.0	0.0
820	Sampson County Schools	1.0	0.0	0.0	0.0	0.0	1.0
830	Scotland County Schools	1.0	1.0	2.0	2.0	0.0	0.0
840	Stanly County Schools	0.0	1.0	0.0	0.0	0.0	0.0
850	Stokes County Schools	0.0	1.0	1.5	2.0	0.5	0.0
860	Surry County Schools	0.0	0.0	0.0	0.0	0.0	0.0
870	Swain County Schools	0.0	0.0	0.0	0.0	0.0	0.0
292	Thomasville City Schools	1.0	0.0	0.0	0.0	0.0	0.0
880	Transylvania County Schools	0.0	0.0	0.0	0.0	0.0	0.0
890	Tyrrell County Schools	0.0	0.0	0.0	0.0	0.0	0.0
900	Union County Public Schools	4.0	0.0	1.0	1.0	0.0	0.0
910	Vance County Schools	1.0	1.0	3.0	1.0	3.0	2.0
920	Wake County Schools	4.0	0.0	1.0	1.0	3.0	5.0
930	Warren County Schools	2.0	0.0	1.0	0.0	0.0	1.0
940	Washington County Schools	0.0	0.0	0.0	1.0	0.0	0.0
950	Watauga County Schools	0.0	0.0	0.0	0.0	0.0	0.0
960	Wayne County Public Schools	4.0	0.0	3.0	2.0	0.0	0.0
422	Weldon City Schools	0.0	0.0	0.0	0.0	0.0	0.0
241	Whiteville City Schools	0.0	0.0	1.0	0.0	0.0	1.0

LEA Number	LEA Name	Middle School (6-8)					
		ELA	Social Studies	Math	EC	Science	Enhancements
970	Wilkes County Schools	0.0	0.0	0.0	0.0	0.0	0.0
980	Wilson County Schools	1.0	1.0	1.0	0.0	1.0	0.0
340	Winston Salem/Forsyth County Schools	1.0	0.0	3.0	3.0	1.0	1.0
990	Yadkin County Schools	0.0	0.0	0.0	0.0	0.0	0.0
995	Yancey County Schools	0.0	0.0	0.0	0.0	0.0	0.0

DRAFT

LEA Number	LEA Name	High School (9-12)							LEA Total
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	
010	Alamance-Burlington Schools	3.0	0.0	1.0	3.0	3.5	2.0	1.0	1.0
020	Alexander County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
030	Alleghany County Schools	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
040	Anson County Schools	2.0	1.0	2.0	3.0	2.2	1.0	0.8	1.0
050	Ashe County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
761	Asheboro City Schools	0.0	0.0	0.0	0.0	2.0	0.0	0.0	3.0
111	Asheville City Schools	0.0	0.0	0.0	0.0	1.0	1.0	1.0	0.0
060	Avery County Schools	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
070	Beaufort County Schools	1.0	0.0	1.0	1.0	3.0	2.0	0.0	0.0
080	Bertie County Schools	1.0	0.0	0.0	0.0	2.0	0.0	0.0	1.0
090	Bladen County Schools	1.0	1.5	0.0	0.0	2.0	0.5	0.5	4.0
100	Brunswick County Schools	0.0	0.0	0.0	2.0	0.0	1.0	1.0	2.0
110	Buncombe County Schools	0.0	0.0	0.0	0.0	0.0	3.0	1.0	1.0
120	Burke County Schools	2.0	2.0	0.0	1.0	2.0	1.0	0.0	2.0
130	Cabarrus County Schools	0.0	3.0	0.0	0.0	0.0	2.0	0.0	2.0
140	Caldwell County Schools	0.0	1.0	0.0	0.0	2.0	1.0	0.0	1.5
150	Camden County Schools	0.0	1.0	0.0	0.0	0.0	1.0	0.0	0.0
160	Carteret County Public Schools	0.0	0.0	0.0	0.0	0.0	1.0	1.0	1.0
170	Caswell County Schools	1.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0
180	Catawba County Schools	1.0	1.0	0.0	0.0	1.0	1.0	0.0	2.0
681	Chapel Hill-Carrboro City Schools	0.5	0.4	0.0	1.0	1.0	3.0	0.0	5.0
600	Charlotte-Mecklenburg Schools	3.0	1.0	4.0	2.0	4.0	11.0	0.5	10.0
190	Chatham County Schools	1.0	0.0	0.0	0.5	0.0	0.0	0.0	2.0
200	Cherokee County Schools	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0
220	Clay County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
230	Cleveland County Schools	0.0	0.0	0.0	1.0	1.0	1.0	1.0	1.0
821	Clinton City Schools	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
240	Columbus County Schools	1.0	1.0	0.5	2.0	0.5	3.0	0.0	0.0
250	Craven County Schools	3.0	2.0	0.0	1.0	1.0	1.0	0.0	5.5
260	Cumberland County Schools	0.0	0.0	1.0	1.0	1.0	2.0	1.0	5.0

LEA Number	LEA Name	High School (9-12)							LEA Total
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	
270	Currituck County Schools	0.0	0.0	0.0	0.0	1.0	1.0	0.0	1.0
280	Dare County Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0
290	Davidson County Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	2.0
300	Davie County Schools	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
310	Duplin County Schools	1.5	0.0	0.0	0.0	1.0	3.0	1.0	0.0
320	Durham Public Schools	1.0	2.0	0.0	2.0	1.5	2.0	0.0	4.5
210	Edenton-Chowan Schools	0.0	0.0	0.0	1.0	2.0	1.0	0.0	0.0
330	Edgecombe County Public Schools	2.0	1.0	0.0	1.5	3.0	2.0	1.0	1.0
700	Elizabeth City-Pasquotank Public Schools	0.0	3.0	1.0	1.0	0.0	0.0	0.0	7.0
861	Elkin City Schools	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0
350	Franklin County Schools	0.0	0.0	0.0	2.0	0.0	0.0	0.0	5.0
360	Gaston County Schools	2.0	2.0	1.0	2.0	1.0	3.0	2.5	5.0
370	Gates County Schools	0.0	0.0	1.0	1.0	0.0	3.0	0.0	1.0
380	Graham County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
390	Granville County Schools	0.5	0.0	0.5	1.0	2.0	0.0	1.0	4.0
400	Greene County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0
410	Guilford County Schools	1.0	1.0	0.0	3.0	0.0	4.0	5.0	2.0
420	Halifax County Schools	2.0	0.0	2.0	0.0	1.0	1.0	2.0	2.0
430	Harnett County Schools	0.0	1.5	0.0	1.0	4.0	3.0	2.0	3.0
440	Haywood County Schools	0.0	1.0	0.0	2.0	0.0	1.0	1.0	3.0
450	Henderson County Schools	2.0	0.0	1.0	0.0	3.0	7.0	3.0	7.0
460	Hertford County Schools	0.0	0.0	0.0	2.0	0.0	3.0	0.0	1.0
181	Hickory City Schools	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
470	Hoke County Schools	4.0	3.0	2.0	4.0	2.0	1.0	1.0	0.0
480	Hyde County Schools	0.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0
490	Iredell-Statesville Schools	0.0	0.0	1.0	0.0	2.0	3.0	0.0	2.0
500	Jackson County Public Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
510	Johnston County Schools	1.0	2.0	0.0	1.0	4.0	2.0	0.0	1.0
520	Jones County Schools	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
132	Kannapolis City Schools	1.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0

LEA Number	LEA Name	High School (9-12)							LEA Total
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	
530	Lee County Schools	0.0	0.0	0.0	4.0	0.0	3.0	0.0	1.0
540	Lenoir County Public Schools	0.0	0.0	0.0	2.0	0.0	2.0	0.0	2.0
291	Lexington City Schools	0.0	1.0	0.0	0.0	0.0	0.0	1.0	1.0
550	Lincoln County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0
560	Macon County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
570	Madison County Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0
580	Martin County Schools	0.0	0.0	0.0	0.0	2.0	1.0	0.0	2.0
590	McDowell County Schools	1.0	0.0	0.0	0.0	1.0	0.0	0.0	2.0
610	Mitchell County Schools	1.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
620	Montgomery County Schools	1.0	1.0	0.0	1.0	0.0	1.0	1.0	1.0
630	Moore County Schools	0.0	0.5	0.0	0.5	3.0	1.0	0.0	0.2
491	Mooresville Graded School District	0.0	1.0	0.0	0.0	1.0	0.0	1.0	0.0
862	Mount Airy City Schools	1.0	0.0	0.0	1.0	0.0	0.0	1.0	0.0
640	Nash-Rocky Mount Schools	2.0	1.0	1.0	1.0	4.0	1.0	1.0	4.0
650	New Hanover County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
182	Newton Conover City Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
660	Northhampton County Schools	2.0	2.0	0.0	0.0	1.0	0.0	3.0	0.0
670	Onslow County Schools	0.0	0.0	1.0	0.0	2.0	0.0	0.0	1.0
680	Orange County Schools	0.0	2.0	0.0	1.0	3.0	0.0	0.0	2.0
690	Pamlico County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
710	Pender County Schools	0.0	0.0	0.0	0.0	2.0	0.0	0.0	6.0
720	Perquimans County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
730	Person County Schools	0.0	0.0	0.0	0.0	1.0	2.0	0.0	1.0
740	Pitt County Schools	0.0	0.0	1.0	0.0	3.0	0.0	1.0	0.0
750	Polk County Schools	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0
780	Public Schools of Robeson County	3.0	0.0	2.0	3.0	1.0	1.0	3.0	4.0
760	Randolph County School System	0.0	0.0	0.0	1.0	2.0	1.0	0.0	5.0
770	Richmond County Schools	2.0	0.0	1.0	1.0	1.0	0.0	1.0	2.0
421	Roanoke Rapids City Schools	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0
790	Rockingham County Schools	1.0	0.0	0.0	1.0	1.0	1.0	0.0	2.0

LEA Number	LEA Name	High School (9-12)							LEA Total
		ELA	Science	Social Studies	Math	EC	CTE	Enhancements	
800	Rowan-Salisbury Schools	1.0	2.0	0.0	1.0	5.0	0.0	0.0	8.0
810	Rutherford County Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
820	Sampson County Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0
830	Scotland County Schools	3.0	0.0	0.0	0.0	0.0	1.0	2.0	2.0
840	Stanly County Schools	1.0	0.0	0.0	0.0	0.0	1.5	0.0	0.0
850	Stokes County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
860	Surry County Schools	0.0	0.0	0.0	0.0	0.0	1.0	0.0	2.0
870	Swain County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
292	Thomasville City Schools	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0
880	Transylvania County Schools	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0
890	Tyrrell County Schools	0.0	0.0	0.0	0.0	1.0	0.0	0.0	2.0
900	Union County Public Schools	1.0	0.0	0.0	0.0	1.0	1.0	2.0	4.0
910	Vance County Schools	0.0	1.0	1.0	0.0	2.0	0.0	1.0	4.0
920	Wake County Schools	3.0	5.0	0.0	1.0	1.5	3.0	3.0	20.6
930	Warren County Schools	1.0	0.0	1.0	1.0	0.0	2.0	0.0	0.0
940	Washington County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0
950	Watauga County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
960	Wayne County Public Schools	0.0	1.0	0.0	1.0	1.0	2.0	1.0	2.0
422	Weldon City Schools	0.0	0.0	0.0	0.0	0.0	0.0	2.0	2.0
241	Whiteville City Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
970	Wilkes County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.0
980	Wilson County Schools	2.0	1.0	1.5	2.0	1.0	3.0	1.0	6.0
340	Winston Salem/Forsyth County Schools	4.0	1.0	0.0	3.0	3.0	2.0	1.0	1.0
990	Yadkin County Schools	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
995	Yancey County Schools	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0